

DECONCINI McDONALD YETWIN & LACY, P.C.  
2525 EAST BROADWAY BLVD., SUITE 200  
TUCSON, AZ 85716-5300  
(520) 322-5000

Richard M. Yetwin, Esq. (AZ #03196)  
ryetwin@dmyl.com  
Heather K. Gaines, Esq. (AZ # 18447)  
hgaines@dmyl.com  
Sesaly O. Stamps, Esq. (AZ #25773)  
sstamps@dmyl.com

TUCSON UNIFIED SCHOOL DISTRICT  
LEGAL DEPARTMENT  
1010 E. TENTH STREET  
TUCSON, AZ 85719  
(520) 225-6040

Nancy Hughes Woll, Esq. (AZ #16830)  
Nancy.Woll@tusd1.org

Attorneys for Defendants

**UNITED STATES DISTRICT COURT**

**DISTRICT OF ARIZONA**

ROY and JOSIE FISHER, et al.,  
Plaintiffs,

UNITED STATES OF AMERICA,  
Plaintiff-Intervenor,

vs.

ANITA LOHR, et al.,  
Defendants,

and

SIDNEY L. SUTTON, et al.,  
Defendants-Intervenors.

NO. CIV 74-090 TUC DCB

**LEGAL MEMORANDUM OF  
OBJECTIONS TO JOINT  
PROPOSED UNITARY STATUS  
PLAN NOTING AREAS OF  
DISAGREEMENT**

(Assigned to: Honorable David C. Bury)

MARIA MENDOZA, et al.,

No. CIV 74-204 TUC DCB

Plaintiffs,

UNITED STATES OF AMERICA,

Plaintiff-Intervenor,

vs.

TUCSON UNIFIED SCHOOL DISTRICT

NO. ONE, et al.,

Defendants.

The Tucson Unified School District No. 1 (the “District”), by and through counsel undersigned, hereby submits its objections to the Joint Proposed Unitary Status Plan Noting Areas of Disagreement (the “Draft USP”) filed contemporaneously herewith. The Draft USP is a document that was negotiated by all Parties. The District has agreed to most of the obligations and provisions of the Draft USP, but does not acknowledge or admit that vestiges of the segregated system remain in the District. Furthermore, the District does not acknowledge or agree that the obligations it is undertaking pursuant to the Draft USP are necessary or required to achieve unitary status.

The Draft USP includes comments indicating specific objections to language or provisions of the USP, and in some cases suggests additional or different language that should be included. The purpose of this Memorandum is to elaborate on the factual and legal basis for those objections, and to set forth certain additional objections that are not related to the specific language of the Draft USP, but rather to the legal underpinnings of this case and the legal basis for including certain provisions in the USP.

## I. INTRODUCTION AND PROCEDURAL HISTORY

The purpose of a desegregation case is to restore a segregated school system to unitary status and to return control of the district to its elected officials. *Freeman v. Pitts*, 503 U.S. 467, 489, 112 S. Ct. 1430, 1445 (1992). In order to be declared unitary, a school district must demonstrate that it has eliminated the vestiges of the segregated system, that it has complied in good faith with any court orders of desegregation and that it has demonstrated its good faith commitment to the operation of a non-discriminatory school system. *Id.* at 492, 112 S.Ct. at 1446, citing *Bd. of Educ. Of Oklahoma City v. Dowell*, 498 U.S. 237, 249-250, 111 S.Ct. 630, 637-638 (1991).

From August 31, 1978 through December 19, 2009, Tucson Unified School District (the “District”) operated pursuant to a Stipulation of Settlement that was agreed to by the Fisher Plaintiffs, the Mendoza Plaintiffs, the United States Department of Justice and the District (collectively, the “Parties”), and approved by the Court on August 31, 1978. In December 2009, the United States District Court declared the District unitary and dismissed this lawsuit. The Fisher and Mendoza Plaintiffs appealed that ruling, and on July 19, 2011, the Ninth Circuit reversed the District Court and remanded this case for further proceedings. The Ninth Circuit ruled that the District must demonstrate that it had eliminated the vestiges of segregation as to each of the *Green*<sup>1</sup> factors (student assignment, faculty assignment, facilities, extracurricular activities and transportation) and that it had demonstrated its good faith intent to the operation of a desegregated school system. Citing *Freeman, supra*, the Ninth Circuit acknowledged that the District Court could find that

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<sup>1</sup> *Green v. School Board of New Kent County*, 391 U.S. 430, 88 S.Ct. 1689 (1968)

1 withdrawal of judicial supervision was appropriate now or in the future as to specific *Green*  
2 factors, if the vestiges of segregation had been eliminated in those areas.

3 Pursuant to this Court's Order dated January 6, 2012, the Special Master was  
4 required to prepare, within six months of his appointment, an Initial Report that would  
5 include, among other things, findings of fact and recommended conclusions of law  
6 concerning the District's compliance with the Post Unitary Status Plan, whether withdrawal  
7 of judicial supervision was appropriate with regard to any *Green* or ancillary factor, and a  
8 proposed unitary status plan. "In formulating the USP, the Special Master is to consider the  
9 parties' briefs regarding (1) the adequacy of the PUSP, including their identification of the  
10 areas in the PUSP which should be incorporated, omitted, supplemented, and/or improved  
11 in the USP; (2) any *Green* factors with respect to which the Parties believe partial  
12 withdrawal of judicial oversight is appropriate; and (3) the parties' submissions on the  
13 status of implementation of the PUSP." January 6 Order at p. 5, lines 6 – 10. The Special  
14 Master did not make any findings with regard to the parties' briefs, and the parties  
15 themselves ultimately negotiated the language of the Joint Proposed Unitary Status Plan  
16 Noting Areas of Disagreement (the "Draft USP") filed contemporaneously herewith.  
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20 Because there were no findings of fact, the parties' efforts in negotiating the Draft  
21 USP were completely uninformed by any findings related to activities already underway or  
22 fully implemented in the District. Further, the Special Master apparently did not consider  
23 whether, as a factual or legal matter, the District was entitled to partial withdrawal of  
24 judicial oversight as to any aspect of this case. Although the District has agreed to nearly  
25 all of the substantive provisions and language in the Draft USP, specific objections were  
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1 noted in the Draft USP. These objections will be further briefed in this Memorandum, and  
2 additional objections are raised herein to protect the record and to clarify the District's legal  
3 position with regard to unitary status. This is particularly critical as the Draft USP may  
4 change as a result of the public input process, further negotiation of the Parties and briefing  
5 that may be submitted by the State of Arizona.  
6

7 Pursuant to the District Court's Order dated January 6, 2012, the District submitted  
8 briefing to the Court and the Special Master arguing that withdrawal of judicial supervision  
9 was appropriate with regard to faculty assignment, facilities and extracurricular activities.  
10 Each of these areas will be addressed below, in connection with the discussion of the  
11 applicable provisions in the Draft USP. Generally, however, it is undisputed that any  
12 proposed remedy in a desegregation case must relate to the Constitutional violation that was  
13 found. Freeman, supra at 487, citing *Swann v. Charlotte-Mecklenburg Bd. of Educ.*, 402  
14 U.S. 1, 15-16, 91 S.Ct. 1267, 1275-1276 (1971). Furthermore, the purpose of any remedy  
15 must be "to restore the victims of discriminatory conduct to the position they would have  
16 occupied in the absence of such conduct." *Jenkins v. Missouri*, 515 U.S. 70, 88, 115 S.Ct.  
17 2038, 2049 (1995), quoting *Milliken v. Bradley*, 433 U.S. 267, 280-81, 97 S.Ct. 2749, 2757  
18 (1977). Procedurally, this case stands on unusual footing. The only findings of any  
19 constitutional violation are in the Findings of Fact and Conclusions of Law adopted by the  
20 District Court by Order dated June 4, 1978 (the "Findings and Conclusions"). Although  
21 these Findings and Conclusions were later superseded by the Stipulation of Settlement  
22 approved by the Court on August 31, 1978 (the "Stipulation"), there were no findings of  
23 fact or conclusions of law in the Stipulation or in the Order approving the Stipulation.  
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1 Thus, the parties and the Court must look to the original Findings and Conclusions and to  
2 the specific remedies that were agreed upon in the Stipulation to determine what the  
3 constitutional violations were and to thereby define the limited scope of any remedial order  
4 to be entered.

5  
6 The District acknowledges that over the thirty-four years since the Findings and  
7 Conclusions were adopted, the scope of the remedy changed and arguably expanded, as  
8 student assignment plans were changed, schools were opened, money was spent and other  
9 programs and activities were implemented under the auspices of and with the authority of  
10 this Court. That does not change the fact, however, that no further Constitutional violations  
11 have been found, and that any new remedies that are ordered must be based on and intended  
12 to remedy a Constitutional violation. Furthermore, even as the Ninth Circuit found that the  
13 unitary status determination was improper, in light of the findings of lack of good faith, it  
14 allowed for the possibility that the vestiges of discrimination had in fact been eliminated to  
15 the maximum extent practicable and that partial withdrawal of judicial control might be  
16 appropriate as to some of the *Green* factors. *Fisher v. Tucson Unified School District*, 652  
17 F.3d 1131, 1144-1145 (9th Cir. 2011). The primary focus of both the District Court and the  
18 Ninth Circuit in finding that the District was not unitary was its failure to monitor its  
19 activities, report on them and evaluate the effectiveness of those activities. *Id.* at 1143  
20 (“The District has produced no evidence to rebut the lower court's finding that the District  
21 failed to collect and analyze the data that would reveal whether its desegregation efforts  
22 were working.”) That failure is addressed by the Evidence-based Accountability System  
23 (“EBAS”) which is included as a part of the Draft USP.  
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1 The arguments with regard to each section of the Draft USP will be set forth below,  
2 in the order in which they appear in the Draft USP and numbered as they are in the Draft  
3 USP.

## 4 **II. STUDENT ASSIGNMENT**

5 The District objects to only one aspect of the provisions on student assignment, a  
6 requirement in Section II.G.2.a of the Draft USP that magnet schools allow only 50% of  
7 their seats to be filled by students from the school's attendance or preferred admission zone.  
8 This objection is discussed in more detail below. However, because the Parties have agreed  
9 to definitions and strategies for student assignment that vary significantly from other  
10 desegregation plans and past practices in the District, a discussion of these provisions  
11 follows.  
12

13 The Parties have agreed to very ambitious definitions of "Racially Concentrated"  
14 schools and "Integrated Schools" in an effort to encourage students to take advantage of  
15 opportunities to attend schools that reflect the racial and ethnic enrollment of the District as  
16 a whole. A "Racially Concentrated" school is defined as a school that has a single racial or  
17 ethnic group representing more than 70% of a school's enrollment. An "Integrated School"  
18 is one in which no single racial ethnic group deviates from the District average for that  
19 grade level (elementary school, middle school, K-8 and high school) by more than 15%,  
20 *and* in which no single racial or ethnic group exceeds 70% of the school's enrollment. As  
21 of the 40<sup>th</sup> day of the 2012-13 school year, the District's Latino enrollment was 64.1% at  
22 the elementary school level, 64.6% at the middle school level and 56.4% at the high school  
23 level. As a result, in order for a school to be an Integrated School, or to not be a Racially  
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1 Concentrated school, it must have a Latino enrollment that is less than 6% above the  
2 District average for elementary and middle schools, and less than 14% above the District  
3 average for high schools. In desegregation cases, it is typical for student assignment plans  
4 to have as their goal schools that are within +/-15% of the District average for each racial or  
5 ethnic group. *See, Belk v. Charlotte-Mecklenburg Bd. of Education*, 269 F.3d 305, 319 (4th  
6 Cir. 2001). The District has agreed to these definitions because of the way in which they  
7 are used in the student assignment plans included in the Draft USP. It is important to note,  
8 however that the definitions represent a significant compromise from what would typically  
9 be required in a desegregation case, and an even more significant compromise given the  
10 history of student assignment plans in this case.  
11

12  
13 The District Court in 1978 found that the “the segregative acts by the District and the  
14 existence of racial imbalance in the schools are insufficient for a finding that a Mexican-  
15 American/Anglo dual school system has ever been operated by the defendants.” Findings  
16 and Conclusions at p. 221, ¶49. In spite of this, the Court found that many Mexican-  
17 American and African-American students were “subjected to discrimination by being sent  
18 to schools which were heavily minority, partially as a result of intentional segregative acts.”  
19 Findings and Conclusions at p. 221, ¶51. The Court further held that, even by 1978,  
20 demographics had played a significant role in altering the District’s student assignment.  
21 Although it found that the District had “acted with segregative intent” at several schools in  
22 at least one year between 1951 and 1976, the Court noted that “[e]ven without any  
23 intentional segregative acts by the District, certain schools would not have a racial or ethnic  
24 balance noticeably different from that which they have at present: Davis, Safford  
25  
26



1 Elementary, Menlo Park, Mission View, Richey, Borton, Hughes, Carrillo, Hollinger,  
2 Blenman, Lynn, Pueblo Gardens, Holladay, Cavett, Myers, White, Mansfeld and  
3 Utterback.” Findings and Conclusions at p. 221, ¶53 and p. 222, ¶58.

4  
5 Even in 1978, the goal of the student assignment plans was to maintain, to the extent  
6 possible, the District’s neighborhood school system. Remedies were implemented  
7 immediately to address the vestiges of segregation that had been found by the Court in only  
8 nine of the District’s schools. In the Stipulation, the District agreed to adopt additional  
9 student assignment plans to address alleged vestiges in certain of the District’s other  
10 schools, but did not agree that any vestiges were in fact present in those schools. The  
11 Court, in its order dated August 11, 1978, approved the student assignment plans proposed  
12 by the District for the first nine schools. Discussing Brichta, Tully and Manzo, the Court  
13 noted that “the school attendance areas for Manzo and Tully remain unchanged. Although,  
14 the composition of Manzo school students would remain very heavily minority, the Court  
15 finds that the improvement is as much as would have existed at Manzo absent  
16 constitutionally objectionable School Board actions in previous years. The same is true  
17 with respect to Tully.” August 11 Order at p. 5. The Court noted that the “limited effects”  
18 of past segregation would be remedied by the proposed plan. *Id.*

19  
20  
21 In other parts of the August 11 Order, the Court focused on the distances that various  
22 students would be required to travel once their schools were closed. For instance, the Court  
23 noted that “those students west of Euclid will be bussed to Davidson, and there may be  
24 some disruption of parental involvement and after school activity.” August 11 Order at p.  
25 9. “Spring parents object to losing their neighborhood junior high school; however, all  
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1 children live within approximately four miles of their new junior high, and this distance is  
2 not at all excessive when compared to other children around the district.” *Id.* at p. 10. It  
3 was clearly a primary concern of the parties and the Court that students be kept, to the  
4 greatest extent possible, in schools near to their places of residence.

5  
6 For Davis, Drachman and Carrillo Elementary Schools, the student assignment plan  
7 approved by the Court called for virtually no change to their attendance areas – instead,  
8 Davis students remained in the Davis attendance area, and Drachman and Carrillo were  
9 given a combined attendance area with students allowed to attend either school, with  
10 transportation provided if a student was outside the “walk zone.” Stipulation dated  
11 September 5, 1980, approved by Court Order dated September 9, 1980.

12  
13 The Ninth Circuit, when it remanded this case, did not find that the District had  
14 failed to comply with the Stipulation of Settlement, or even that it had failed to eliminate  
15 the vestiges of segregation in student assignment. Rather, it held that the District Court  
16 could not grant unitary status after entering findings of fact, which were supported by the  
17 record, that the District had “failed to act in good faith in its ongoing operation . . . under  
18 the Settlement Agreement.” *Fisher v. Tucson Unified Sch. Dist.*, 652 F.3d at 1142. The  
19 Ninth Circuit did not order the District Court to devise a new or additional remedy and did  
20 not make any findings as to whether vestiges of segregation still exist in the District, with  
21 regard to student assignment or any other *Green* factor.

22  
23 The Parties have agreed to a student assignment plan that utilizes four basic  
24 strategies to encourage students to take advantage of the opportunity to attend integrated  
25 schools – attendance zones, pairing and clustering, magnet schools and open enrollment.  
26

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The District does not object to the strategies or the definitions in this section. The District's only objection is the requirement in Section II.G.2.a of the Draft USP that magnet schools allow only 50% of their seats to be filled by students from the school's attendance or preferred admission zone. While this may work at some magnet schools, and some magnet schools may even have no attendance zone or preferred admission zone, the District believes that the 50% restriction is too limiting and could hamper the District's flexibility in creating and implementing the Magnet School Plan required by the Draft USP. Some schools, particularly the District's high schools, may have magnet programs but also serve a large geographic area in which there are no other alternatives for students who do not wish to be transported long distances. This is the District's only objection to the student assignment provisions in the Draft USP. The District believes that the strategies set forth in the Draft USP, used in conjunction with the definitions set forth in the Draft USP, will increase the number of schools in the District that reflect District-wide racial and ethnic enrollment and will increase the number of students who have the opportunity to attend such schools.

### **III. TRANSPORTATION**

The District has no objections to the transportation provisions in the Draft USP.

### **IV. ADMINISTRATORS AND CERTIFICATED STAFF**

The Draft USP contains numerous provisions with regard to the hiring and retention; assignment; evaluation; and professional development of administrators and certificated staff. The District objects to only three provisions – Section IV(I)(3) which requires the District to provide financial support for a “grow your own” program to develop

1 administrative leaders; Section IV(I)(4) which requires the District to complete training  
2 under Section IV by July 1, 2012 and Section IV(J)(2), which requires the District to hire or  
3 designate staff for professional development by April 1, 2012 instead of June 1, 2012 as the  
4 District proposed.

5  
6 A. “Grow Your Own”

7 Section IV(I)(3) of the Draft USP requires the District to “develop and implement a  
8 plan for the identification and development of prospective administrative leaders,  
9 specifically designed to increase the number of African American and Latino principals,  
10 assistant principals, and District Office administrators.” The District has no objection to the  
11 development and implementation of such a plan. The Draft USP includes as part of this  
12 plan, however, the adoption of a “grow your own” program through which the District  
13 would be required to provide financial support to enable current Latino and African  
14 American employees to secure the required certifications to become administrators. Based  
15 on the limited findings in this case, the very narrow requirements of the Stipulation with  
16 regard to faculty and staff and the results of a Labor Market Study (see Exhibit A), the  
17 District opposes this requirement.  
18  
19

20 The Stipulation imposed two obligations with regard to faculty and staff – an  
21 obligation to adopt a non-discrimination in hiring statement and an obligation to reassign  
22 African American teachers so that they were not concentrated in any District school.  
23 Assignment of Mexican-American faculty and staff was not addressed in any way in the  
24 Stipulation (and in fact the only count in the Complaint related to this issue was dismissed  
25 in the Order adopting the Findings and Conclusions). See June 5, 1978 Order, at ¶9. The  
26

1 Labor Market Study shows that by virtually every possible measure, the District has more  
 2 Latino administrators and certificated staff than would be expected based on a variety of  
 3 possible labor markets. The District has the expected number of African American  
 4 administrators and certificated staff based on the Arizona labor market. This data,  
 5 combined with the lack of a finding of a constitutional violation and the limited obligations  
 6 imposed by the Stipulation, does not support a remedy of financial support for Latino and  
 7 African American employees to secure additional degrees or certifications.<sup>2</sup>

9 B. Professional Development Deadlines

10 The Draft USP includes numerous professional development obligations in order to  
 11 ensure its effective implementation. The District does not oppose any of the professional  
 12 development requirements. However, some of the dates that have been proposed by  
 13 Plaintiffs and included in the Draft USP are unrealistic in light of the District's contractual  
 14 relationships with its employees, its obligations to provide professional development in a  
 15 variety of areas unrelated to the Draft USP, its school calendar and its existing schedule for  
 16 professional development. To accommodate these factors, the District objects to the  
 17 requirement that all District principals be trained in creating Professional Learning  
 18 Communities by July 1, 2013, and instead proposes that this date be moved to October 1,  
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22 <sup>2</sup> “With regard to faculty and staff assignments, it is important to emphasize that the ‘proper  
 23 comparison [is] between the racial composition of [the District's] teaching staff and the  
 24 racial composition of the qualified public school teacher population in the relevant market.’  
 25 . . . The School District acknowledges as much, although admits that it has never made this  
 26 inquiry.” *Fisher v. Tucson Unified Sch. Dist.*, 652 F.3d 1131, 1144 n.29, *quoting*  
*Hazelwood Sch. Dist. v. United States*, 433 U.S. 299, 308, 97 S.Ct. 2736, 53 L.Ed.2d 768  
 (1977) (citation omitted). The District has now made this inquiry and the results support  
 the District's arguments in this regard.

2013. This will allow the District to utilize regularly-scheduled professional development time during the first quarter of the 2012-13 school year to provide the required training, and will ensure that the training is completed in time for principals to implement professional learning communities during the 2012-13 school year. Many elementary school principals are not on contract during the summer and the July 1 date would require that this training happen during the current school year, for which most professional development has already been scheduled and planned. Given the scope of the obligations in the Draft USP, it is unreasonable for the Plaintiffs to dictate the District's professional development schedule and to oppose the modest three-month extension that has been requested.

C. Hiring or Designation of Trainers

Section IV(J)(2) of the Draft USP requires that the District "designate, hire, or contract for appropriate trainers for all certificated staff, administrators and paraprofessionals to provide the professional development necessary to effectively implement the pertinent terms of this Order." The District proposes extending this deadline to July 1, 2013. Pursuant to Section IV(J)(1) of the Draft USP, the District is required, by April 1, 2013, "to develop a plan to ensure that all administrators and certificated staff are provided with copies of this Order and trained on its elements and requirements prior to the commencement of the 2013-14 school year." It would be premature to designate or hire trainers prior to the development of the plan that must be created pursuant to subsection (1). Accordingly, the April 1 deadline in subsection (2) should be extended to allow for trainers to be hired or designated pursuant to the plan that is developed by April 1. Furthermore, the Draft USP requires the District to hire or designate people for at least twenty-one positions

(not including the multiple trainers that might be required pursuant to this Section). Virtually all of those individuals are to be hired or designated by April 1. Many of these are senior administrative staff positions, which will require either a thorough recruitment and interview process (for new hires) or a substantial reorganization of duties and obligations (for designating existing personnel). All of this requires the devotion of substantial District resources, including a significant amount of time to be spent by human resources officials, by the Superintendent and by other senior administrators in reorganization and/or hiring. It is unreasonable of the Plaintiffs to require, on top of this, that the District identify and hire or designate the entire professional development staff pursuant to this Draft USP by April 1.

D. Professional Development for Educators Working With ELL Students

Section IV)(J)(3)(b)(vii) requires the district to develop a “district-wide professional development plan for all educators working with ELL students.” Such a requirement is not supported by any findings of constitutional violations in this case or any prior obligations imposed by any order or stipulation in this case. The Stipulation contained only one obligation with respect to “bilingual” education, and that was the obligation to get parent consent before placing a student in a bilingual class. A district-wide professional development plan is not in any way related to such an obligation. The District has a Language Acquisition Department that is charged with complying with various statutory obligations as well as certain OCR agreements related to the District’s provision of services to ELL students. There is a separate federal court case (*Flores v. Horne*) dealing with ELL students in Arizona. Professional development to assist teachers in working with ELL

1 students is appropriately handled by the Language Acquisition Department outside the  
2 auspices of this case.

### 3 **V. QUALITY OF EDUCATION**

4 The District has only two objections to Section V of the Draft USP. Some elements  
5 of Section V flow from obligations in the Stipulation, including the continuation of the  
6 African American Student Support Services Department, which originated in the  
7 Stipulation as the “Programmatic Recommendations to assist in the Quality Education of  
8 Black Students in Tucson.” Other elements in this Section V flow from the Post Unitary  
9 Status Plan, which was a plan for a unitary district and not subject to court supervision and  
10 oversight. Other provisions in Section V are new, and are not based on specific findings of  
11 constitutional violation or the existence of racial or ethnic disparities as a vestige of  
12 segregation. The simple existence of disparities between the achievement of Anglo  
13 students and the achievement of Latino and African American students is not an indication  
14 that such disparities are a vestige of segregation. “Just as demographic changes  
15 independent of *de jure* segregation will affect the racial composition of student  
16 assignments, . . . so too will numerous external factors beyond the control of the [District] .  
17 . . affect minority student achievement. So long as these external factors are not the result  
18 of segregation, they do not figure in the remedial calculus.” *Jenkins v. Missouri*, 515 U.S.  
19 70, 102, 115 S.Ct. 2038, 2056 (1995), *citations omitted*. The District’s agreement to many  
20 of the provisions of Section V reflects the District’s commitment to providing equal  
21 opportunity to its African American and Latino students to fully access all aspects of the  
22 District’s curriculum.



1           A.     UHS Admissions Criteria

2           The District has proposed additional language in Section V(A)(5)(a) to provide for  
3 the adoption by the District's Governing Board of the revised University High School  
4 ("UHS") admissions criteria. Decisions of this nature are typically made at the Governing  
5 Board level, and the District seeks to document in the Draft USP itself that the Governing  
6 Board will ultimately be responsible for adopting the admissions criteria for UHS.  
7

8           B.     Culturally Relevant Courses of Instruction

9           The District next objects to the requirement in Section V(C)(6)(a)(ii) that the District  
10 "develop and implement culturally relevant courses of instruction designed to reflect the  
11 history, experiences, and culture of African American and Latino communities." It is  
12 unprecedented in a desegregation case, particularly one in which there were no findings of  
13 constitutional violation related to the curriculum, to mandate specific courses or curriculum  
14 in the way that this provision does. The Mendoza Plaintiffs dismissed the only count of  
15 their Complaint related to curriculum in a stipulation filed on January 7, 1977. As noted in  
16 that stipulation, the Mendoza Plaintiffs dismissed several claims, including "the third count  
17 (concerning the provision of inferior curricula and physical facilities to Mexican-American  
18 students)." January 7, 1977 Order. There were no provisions in the Stipulation related to  
19 curricular offerings for Latino students. Mexican American Studies classes were included  
20 in the PUSP, but that was a plan for a unitary school district and was not subject to court  
21 oversight or monitoring.  
22  
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24           Many desegregation cases have addressed the issue of curriculum, but in very  
25 different ways. Some have outright rejected any requirements related to curriculum in a  
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2525 East Broadway Blvd., Suite 200  
Tucson, AZ 85716-5300

1 desegregation decree. The Tenth Circuit in *Keyes v. School Dist. No. 1, Denver, Colorado*,  
2 521 F.2d 465 (10th Cir. 1975), held that a district could not be required to provide particular  
3 curricular offerings to or for its minority students. The district court in that case ordered the  
4 implementation, on a pilot basis, of a plan “for the bicultural-bilingual education of  
5 minority children” known as the “Cardenas Plan.” *Id.* at 480. The Plan included “the  
6 inclusion of specific courses in the curriculum.” *Id.* at 481. The plaintiffs in that case  
7 argued that schools “must be forced not only to end the separation of races but also to  
8 establish a receptive scholastic environment for minority students” and that the plan  
9 corrected the school board’s “failure to provide an equal educational opportunity for  
10 minority children.” *Id.* at 481. In rejecting these arguments, the court held that “[t]he clear  
11 implication of arguments in support of the court’s adoption of the Cardenas Plan is that  
12 minority students are entitled under the fourteenth amendment to an educational experience  
13 tailored to their unique cultural and developmental needs. Although enlightened  
14 educational theory may well demand as much, the Constitution does not.” *Id.* at 482.

15  
16  
17 Other courts have acknowledged that curriculum may play a part in desegregation  
18 cases, but have not extended this to requiring certain courses or types of courses. The  
19 district court in *U.S. v. Board of School Comm’rs of City of Indianapolis, Ind.*, 506 F.Supp.  
20 657 (S.D. Indiana 1979), *vacated on other grounds*, *U.S. v. Board of School Comm’rs of*  
21 *Indianapolis, Ind.*, 637 F.2d 1101 (7<sup>th</sup> Cir. 1980), acknowledged that curriculum should be  
22 free from cultural bias, but further noted that this did not mean that “various school  
23 corporations will lose local control with respect to testing and curriculum development, but  
24 simply that they will conduct ongoing, systematic evaluations of the same.” *Id.* at 672. The  
25  
26

1 Second Circuit, in *U.S. v. City of Yonkers*, 197 F.3d 41 (2nd Cir. 1999) noted that  
2 “curriculum is a sensitive matter, drawing subjective inputs from education policy, local  
3 politics and parental preference. Absent some extraordinary showing, we will not conclude  
4 that the Constitution requires a local school board to adopt one curriculum over another, or  
5 that children of differing ethnicity and race require separate curricula or teaching  
6 techniques.” *Id.* at 52.

7  
8 In *Coalition to Save Our Children v. State Bd. Of Educ. Of State of Del.*, 90 F.3d 752  
9 (3rd Cir. 1996), the original desegregation order required the school district to “provide  
10 curriculum offerings and programs which emphasize and reflect the cultural pluralism of  
11 the students, and all instructional materials, texts and other curriculum aids shall be free of  
12 racial bias.” *Id.* at 769. Notably, this did not require that certain courses to be offered at  
13 particular grade levels. In finding that the state and the school districts had complied with  
14 the provision, the Third Circuit noted that the Delaware Department of Education had  
15 established text selection guidelines to “ensure racially unbiased texts and instructional  
16 materials,” that one school district had included a black history curriculum in its elementary  
17 schools and that another district had integrated “cultural pluralism into the social studies,  
18 English language arts, art education and music curriculum guidelines.” *Id.* at 772-773. The  
19 curriculum requirements of the original order in this case were some of the most rigorous of  
20 any reported desegregation cases, but even here compliance did not require that every  
21 defendant district have a comprehensive program and did not require that any district offer  
22 specific courses or classes.  
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24  
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1 There is no legal or factual basis in this case for requiring the District to offer  
2 specific classes or courses. Even a requirement for the District to incorporate  
3 multiculturalism into its general social studies curriculum is not supported legally in this  
4 case. However, the District does not object to that provision and is already in the process of  
5 revising its social studies curriculum to include multicultural perspectives.  
6

### 7 **VIII. Extracurricular Activities**

8 The District has no objection to the provisions of Section VIII of the Draft USP.  
9 However, the District has asserted in previous briefing to this Court that it is unitary with  
10 respect to this *Green* factor, and by agreeing to these provisions in the USP the District is  
11 not waiving any rights it may have in the future to assert that it has achieved unitary status  
12 with respect to extracurricular activities.  
13

### 14 **IX. Facilities and Technology**

15 The District has no objection to the provisions of Section VIII of the Draft USP.  
16 However, the District has asserted in previous briefing to this Court that it is unitary with  
17 respect to this *Green* factor, and by agreeing to these provisions in the USP the District is  
18 not waiving any rights it may have in the future to assert that it has achieved unitary status  
19 with respect to facilities and technology.  
20

### 21 **X. Accountability and Transparency**

#### 22 **A. Budget Process and Timelines**

23 The District does not object to the processes and provisions that have been  
24 established for the desegregation budget process. The District objects only to the time lines  
25 established for the budgeting process in Section X(B). The Parties have agreed to a two-  
26

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2525 East Broadway Blvd., Suite 200  
Tucson, AZ 85716-5300

1 step process for creation of the budget to fund the Draft USP. The first step will be the  
2 creation of a Desegregation Funds Expenditure Plan, which will set forth the process for  
3 allocating funds to be raised pursuant to A.R.S. §15-910(G) and funds necessary to  
4 implement the Draft USP. The District has proposed that it will prepare this document and  
5 provide it to the Plaintiffs and the Special Master 30 days before it is to be utilized in  
6 connection with the actual budgeting process, with comments due 20 days later. The  
7 Plaintiffs argue that they need the document 45 days before it is used, with comments due  
8 in 30 days. The second step of the Plan involves the actual creation of a USP budget,  
9 showing all anticipated sources and uses of funding to implement the Draft USP. The  
10 District proposes that this budget be submitted to the Plaintiffs 30 days before it is  
11 submitted to the Governing Board, and that comments/objections be provided 20 days later.  
12 The Draft USP provides for the Plaintiffs to receive these documents 45 days before they  
13 are utilized or approved, and gives the Plaintiffs 30 days to provide their comments and  
14 objections. The time lines in the Draft USP do not allow for the District to do the work that  
15 must be done in creating a budget and still meet statutory deadlines for Governing Board  
16 approval.  
17  
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19

20 The District typically begins its budgeting process for the next fiscal year during the  
21 late fall of the current school year. At this level, the process involves establishing formulas  
22 and processes for the allocation of funds. This happens not only for the desegregation  
23 budget for the District's entire budget. After the formulas and processes are approved, the  
24 District's budget personnel begin a process of meeting with central District administrators  
25 and with school site administrators to make projections for the following year. Budgets  
26

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2525 East Broadway Blvd., Suite 200  
Tucson, AZ 85716-5300

1 must be determined for departments and individual schools. Numerous factors impact the  
2 budgets for each department and each school. The Superintendent and Chief Financial  
3 Officer must engage in “back and forth” with each department and school site to accurately  
4 assess the needs of the department and the school. The District must factor into this process  
5 specific federal and state grant funds, other grant funds, and desegregation funding.  
6 Assuming that the Draft USP, as it may be modified or amended, is adopted by this Court  
7 on or about January 15, 2013, the District will not know for certain what its obligations are  
8 under the USP until that time. The final District budget must be approved by the Governing  
9 Board and submitted to the State of Arizona by July 15. This is not, however, the real  
10 deadline for completing the budget. The District must give notices to administrators and  
11 teachers if they are not going to be renewed for the following year, and engage in  
12 significant planning for the following school year. These decisions cannot be made until  
13 the budget is complete, and so the District makes every effort to have the budget finalized,  
14 but for Governing Board approval, by the end of May.  
15  
16

17       There are approximately 180 days between January 15, 2013 and July 15, 2013.  
18  
19 Even if the District is able to complete the Desegregation Funds Expenditure Plan by the  
20 time the Order is approved (which is unlikely, given the efforts that must be put into the  
21 public comment process and completing the Draft USP between now and then), the  
22 Plaintiffs would then have it, with no further action being taken on the budget, until the end  
23 of February. If the District spent 45 days (which is not nearly the amount of time that is  
24 typically spent) working with schools and departments to create the USP budget, it would  
25 be April 15. The Plaintiffs would then have the budget until the end of May. By then,  
26

1 school will be out and the District will have been unable to provide notice to teachers and  
2 administrators who no longer have jobs and will have been unable to engage in planning for  
3 the next school year. At that point, the District will have only 45 days for possible revisions  
4 and for the Governing Board to review and approve the budget. It is unrealistic for the  
5 Plaintiffs to expect that they should have control of the District's entire budgetary process  
6 for 90 out of the possible 180 days that the District has to work on its budget. The District  
7 therefore proposes that its timelines be approved for the budget process.

9       The District also requests that this Court reconsider any aspects of its October 26,  
10 2012 Order that are inconsistent with the process agreed to by the Parties in the Draft USP  
11 for the creation, review and adoption of the USP Budget. Except for the issue of timing, the  
12 Parties have agreed on this process to provide the transparency and accountability desired  
13 by the Court. This is a process that keeps the responsibility for creating a budget within the  
14 District, where such authority and responsibility belongs, but provides the Plaintiffs and the  
15 Special Master with ample opportunity to review both the process and the actual budget  
16 allocations, provides transparency to the community, and includes audits of actual spending  
17 on the provisions of the USP.

19  
20       B.     Advisory Panel

21       The Draft USP includes a provision, Section X(E)(2), that allows the Special Master  
22 to appoint a committee of 3 experts, of his choosing, to assist him in "monitoring and  
23 overseeing implementation" of the Order. The January 6, 2012 Order Appointing Special  
24 Master (the "January 6 Order") allows the Special Master to request extraordinary  
25 assistance if he deems it necessary. The January 6 Order provides for a process for the  
26

1 Special Master to request this assistance and for the Parties to object if they deem it  
2 appropriate to do so. If the Special Master determines that extraordinary assistance is  
3 required in monitoring and overseeing implementation of the USP, he can follow the  
4 process in the January 6 Order. There is no need to provide for the appointment of such a  
5 committee at this time, when the Order has not yet been approved and it is impossible to  
6 judge what assistance might be needed, in what areas expert assistance would be helpful, or  
7 what funds will be available for such assistance. The District therefore objects to this  
8 provision.

### 10 **XIII. Attorneys' Fees**

11 The District does not object to the inclusion of Section XIII, but reiterates the  
12 language of that Section that follows: "submission of plaintiffs' fee and expense requests  
13 directly to the District under this provision, does not waive any legal claims or defenses that  
14 the parties may have, and all such legal claims or defenses can be raised with the Court in  
15 the event no agreement on fees and expenses can be reached." The District is not  
16 acknowledging, by not objecting to this Section, that any fees are due to Plaintiffs, or that it  
17 will not object to any such fee applications either in part or in their entirety.

### 20 **CONCLUSION**

21 The Draft USP reflects the diligent efforts of the Parties to reach agreement on a plan  
22 to address the *Green* factors in the context of this litigation. It does not constitute an  
23 admission by the District that there are vestiges of segregation that remain in the District or  
24 that the obligations set forth herein are required to eliminate any such vestiges that may  
25 exist. Similarly, it is not an acknowledgment by any of the Plaintiffs that there is not more  
26



1 they believe the District should do. Instead it represents an agreement that, if the District  
2 implements the Draft USP for the period of time set forth therein, it will have eliminated  
3 any vestiges that may exist and that it will achieve unitary status at the end of that time  
4 period.

5  
6 DATED this 9<sup>th</sup> day of November, 2012.

7 DECONCINI MCDONALD YETWIN & LACY, P.C.

8 By: /s/ Heather K. Gaines

9 Richard M. Yetwin  
10 Heather K. Gaines  
11 Sesaly O. Stamps  
12 2525 E. Broadway Blvd., Suite 200  
13 Tucson, AZ 85716-5300  
14 Counsel for Defendant Tucson Unified School  
15 District  
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DECONCINI MCDONALD YETWIN & LACY, P.C.  
2525 East Broadway Blvd., Suite 200  
Tucson, AZ 85716-5300

DECONCINI McDONALD YETWIN & LACY, P.C.  
2525 East Broadway Blvd., Suite 200  
Tucson, AZ 85716-5300

CERTIFICATE OF SERVICE

X I hereby certify that on November 9, 2012, I electronically transmitted the attached document to the Clerk's Office using the CM/ECF System for filing and transmittal of a Notice of Electronic Filing to the following CM/ECF registrants:

Ruben Salter, Jr., Esq.  
177 N. Church, Ste. 805  
Tucson, Arizona 85701

William J. Maledon, Esq.  
2929 N. Central Ave.  
P.O. Box 36379  
Phoenix, Arizona 85067-6379

Anurima Bhargava, Esq.  
Zoe Savitsky, Esq.  
Civil Rights Division  
U.S. Department of Justice  
Washington, D.C. 10530

Lois D. Thompson  
Jennifer L. Roche  
Proskauer Rose LLP  
2049 Century Park East, Suite 3200  
Los Angeles, California 90067

Nancy Ramirez  
MALDEF  
634 S. Spring Street, 11<sup>th</sup> Floor  
Los Angeles, California 90014

X I hereby certify that on November 9, 2012, I electronically transmitted the attached document to the following, who is also a CM/ECF registrant:

Dr. Willis Hawley  
2138 Tawes Building  
University of Maryland  
College Park, Mariland 20742  
wdh@umd.edu

I:\FILES\DOCS\TUCS03\860789\PLDG\N48608.DOCX

# **EXHIBIT A**

DECONCINI McDONALD YETWIN & LACY  
A PROFESSIONAL CORPORATION  
ATTORNEYS AT LAW  
2525 EAST BROADWAY BOULEVARD, SUITE 200  
TUCSON, ARIZONA 85716-5300

PRIVILEGED AND CONFIDENTIAL  
Prepared at the Request of Counsel

PRELIMINARY  
October 15, 2012

**Analysis of the Racial/Ethnic Composition of TUSD Administrators**  
**Availability Rates Derived From Data Provided by State Departments of Education**

**Hispanic v. All Others**

Geographic Area	Hispanic Availability Rate	Total Number of TUSD Administrators	Expected Number of TUSD Hispanic Administrators	Actual Number of TUSD Hispanic Administrators	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Arizona	14.04%	176	24.7	65	40.3	8.7 *
AZ, CA, NM, TX	21.49%	176	37.8	65	27.2	5.0 *

**Black v. All Others**

Geographic Area	Black Availability Rate	Total Number of TUSD Administrators	Expected Number of TUSD Black Administrators	Actual Number of TUSD Black Administrators	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Arizona	4.19%	176	7.4	13	5.6	2.1 *
AZ, CA, NM, TX	9.12%	176	16.1	13	-3.1	-0.8

\* Statistically significant.

PRIVILEGED AND CONFIDENTIAL  
Prepared at the Request of Counsel

PRELIMINARY  
October 15, 2012

### Analysis of the Racial/Ethnic Composition of TUSD Teachers

#### Availability Rates Derived From Data Provided by State Departments of Education

##### Hispanic v. All Others

Geographic Area	Hispanic Availability Rate	Total Number of TUSD Teachers	Expected Number of TUSD Hispanic Teachers	Actual Number of TUSD Hispanic Teachers	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Arizona	11.05%	2,936	324.4	741	416.6	24.5 *
AZ, CA, NM,TX	20.93%	2,936	614.6	741	126.4	5.7 *

##### Black v. All Others

Geographic Area	Black Availability Rate	Total Number of TUSD Teachers	Expected Number of TUSD Black Teachers	Actual Number of TUSD Black Teachers	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Arizona	2.07%	2,936	60.9	86	25.1	3.3 *
AZ, CA, NM,TX	6.41%	2,936	188.2	86	-102.2	-7.7 *

\* Statistically significant.

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	17	100	Superintendent	Hispanic or Latino (H)	Not Identified	7	administrator
2012	17	100	Superintendent	Hispanic or Latino (H)	White	16	administrator
2012	17	100	Superintendent	Non Hispanic	American Indian or Alaskan Native	2	administrator
2012	17	100	Superintendent	Non Hispanic	Black or African American	4	administrator
2012	17	100	Superintendent	Non Hispanic	Not Identified	45	administrator
2012	17	100	Superintendent	Non Hispanic	White	136	administrator
2012	17	101	Administrative Assistant	Non Hispanic	Not Identified	3	administrator
2012	17	101	Administrative Assistant	Non Hispanic	White	3	administrator
2012	17	102	Assistant Superintendent	Hispanic or Latino (H)	Not Identified	1	administrator
2012	17	102	Assistant Superintendent	Hispanic or Latino (H)	White	14	administrator
2012	17	102	Assistant Superintendent	Non Hispanic	American Indian or Alaskan Native	2	administrator
2012	17	102	Assistant Superintendent	Non Hispanic	Black or African American	3	administrator
2012	17	102	Assistant Superintendent	Non Hispanic	Not Identified	14	administrator
2012	17	102	Assistant Superintendent	Non Hispanic	White	83	administrator
2012	17	103	Principal	Hispanic or Latino (H)	American Indian or Alaskan Native	15	administrator
2012	17	103	Principal	Hispanic or Latino (H)	Asian	1	administrator
2012	17	103	Principal	Hispanic or Latino (H)	Black or African American	1	administrator
2012	17	103	Principal	Hispanic or Latino (H)	Native Hawaiian or other Pacific Islander	1	administrator
2012	17	103	Principal	Hispanic or Latino (H)	Not Identified	35	administrator
2012	17	103	Principal	Hispanic or Latino (H)	White	163	administrator
2012	17	103	Principal	Non Hispanic	American Indian or Alaskan Native	16	administrator
2012	17	103	Principal	Non Hispanic	Asian	2	administrator
2012	17	103	Principal	Non Hispanic	Black or African American	41	administrator
2012	17	103	Principal	Non Hispanic	Not Identified	129	administrator
2012	17	103	Principal	Non Hispanic	White	956	administrator
2012	17	104	Assistant Principal	Hispanic or Latino (H)	American Indian or Alaskan Native	4	administrator
2012	17	104	Assistant Principal	Hispanic or Latino (H)	Not Identified	24	administrator
2012	17	104	Assistant Principal	Hispanic or Latino (H)	White	118	administrator
2012	17	104	Assistant Principal	Non Hispanic	American Indian or Alaskan Native	8	administrator
2012	17	104	Assistant Principal	Non Hispanic	Asian	7	administrator
2012	17	104	Assistant Principal	Non Hispanic	Black or African American	40	administrator
2012	17	104	Assistant Principal	Non Hispanic	Not Identified	79	administrator
2012	17	104	Assistant Principal	Non Hispanic	White	613	administrator
2012	17	105	Curriculum Coordinator	Hispanic or Latino (H)	Not Identified	1	administrator
2012	17	105	Curriculum Coordinator	Hispanic or Latino (H)	White	2	administrator
2012	17	105	Curriculum Coordinator	Non Hispanic	American Indian or Alaskan Native	1	administrator
2012	17	105	Curriculum Coordinator	Non Hispanic	Black or African American	1	administrator
2012	17	105	Curriculum Coordinator	Non Hispanic	Not Identified	6	administrator
2012	17	105	Curriculum Coordinator	Non Hispanic	White	40	administrator
2012	17	106	Personnel Director	Hispanic or Latino (H)	White	5	administrator

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	17	106	Personnel Director	Non Hispanic	American Indian or Alaskan Native	2	administrator
2012	17	106	Personnel Director	Non Hispanic	Black or African American	2	administrator
2012	17	106	Personnel Director	Non Hispanic	Not Identified	2	administrator
2012	17	106	Personnel Director	Non Hispanic	White	21	administrator
2012	17	107	Supervisor	Hispanic or Latino (H)	Not Identified	2	administrator
2012	17	107	Supervisor	Hispanic or Latino (H)	White	4	administrator
2012	17	107	Supervisor	Non Hispanic	American Indian or Alaskan Native	2	administrator
2012	17	107	Supervisor	Non Hispanic	Black or African American	2	administrator
2012	17	107	Supervisor	Non Hispanic	Not Identified	5	administrator
2012	17	107	Supervisor	Non Hispanic	White	35	administrator
2012	17	109	Other	Hispanic or Latino (H)	Black or African American	1	administrator
2012	17	109	Other	Hispanic or Latino (H)	Not Identified	5	administrator
2012	17	109	Other	Hispanic or Latino (H)	White	32	administrator
2012	17	109	Other	Non Hispanic	American Indian or Alaskan Native	12	administrator
2012	17	109	Other	Non Hispanic	Asian	1	administrator
2012	17	109	Other	Non Hispanic	Black or African American	18	administrator
2012	17	109	Other	Non Hispanic	Not Identified	29	administrator
2012	17	109	Other	Non Hispanic	White	181	administrator
2012	17	110	Vocational Education Administrator	Hispanic or Latino (H)	White	3	administrator
2012	17	110	Vocational Education Administrator	Non Hispanic	American Indian or Alaskan Native	1	administrator
2012	17	110	Vocational Education Administrator	Non Hispanic	Not Identified	5	administrator
2012	17	110	Vocational Education Administrator	Non Hispanic	White	24	administrator
2012	17	111	Business Manager	Hispanic or Latino (H)	Not Identified	1	administrator
2012	17	111	Business Manager	Hispanic or Latino (H)	White	1	administrator
2012	17	111	Business Manager	Non Hispanic	Not Identified	6	administrator
2012	17	111	Business Manager	Non Hispanic	White	10	administrator
2012	17	112	Director of Curriculum/Instruction	Hispanic or Latino (H)	White	6	administrator
2012	17	112	Director of Curriculum/Instruction	Non Hispanic	Asian	1	administrator
2012	17	112	Director of Curriculum/Instruction	Non Hispanic	Black or African American	2	administrator
2012	17	112	Director of Curriculum/Instruction	Non Hispanic	Not Identified	13	administrator
2012	17	112	Director of Curriculum/Instruction	Non Hispanic	White	48	administrator
2012	17	112	Director of Curriculum/Instruction	Hispanic or Latino (H)	Not Identified	2	administrator
2012	17	113	Director of Information Systems & Technology	Hispanic or Latino (H)	White	4	administrator
2012	17	113	Director of Information Systems & Technology	Non Hispanic	Asian	1	administrator
2012	17	113	Director of Information Systems & Technology	Non Hispanic	Not Identified	9	administrator
2012	17	113	Director of Information Systems & Technology	Non Hispanic	White	27	administrator
2012	17	113	Director of Information Systems & Technology	Hispanic or Latino (H)	Not Identified	2	administrator
2012	17	114	Director of Special Education	Hispanic or Latino (H)	White	8	administrator
2012	17	114	Director of Special Education	Non Hispanic	American Indian or Alaskan Native	6	administrator
2012	17	114	Director of Special Education	Non Hispanic	Black or African American	4	administrator

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	PositionDescription	Ethnicity	Race	State Count	Classification
2012	17	114	Director of Special Education	Non Hispanic	Not Identified	29	administrator
2012	17	114	Director of Special Education	Non Hispanic	White	101	administrator
2012	17	115	Special Project Director	Hispanic or Latino (H)	White	8	administrator
2012	17	115	Special Project Director	Non Hispanic	American Indian or Alaskan Native	3	administrator
2012	17	115	Special Project Director	Non Hispanic	Black or African American	2	administrator
2012	17	115	Special Project Director	Non Hispanic	Not Identified	7	administrator
2012	17	115	Special Project Director	Non Hispanic	White	25	administrator
2012	17	116	Department Chair	Hispanic or Latino (H)	White	7	administrator
2012	17	116	Department Chair	Non Hispanic	Black or African American	3	administrator
2012	17	116	Department Chair	Non Hispanic	White	51	administrator
2012	18	4	Elementary (Teacher) Aide	Hispanic or Latino (H)	American Indian or Alaskan Native	16	administrator
2012	18	4	Elementary (Teacher) Aide	Hispanic or Latino (H)	Black or African American	3	administrator
2012	18	4	Elementary (Teacher) Aide	Hispanic or Latino (H)	Not Identified	116	administrator
2012	18	4	Elementary (Teacher) Aide	Hispanic or Latino (H)	White	592	administrator
2012	18	4	Elementary (Teacher) Aide	Non Hispanic	American Indian or Alaskan Native	37	administrator
2012	18	4	Elementary (Teacher) Aide	Non Hispanic	Asian	49	administrator
2012	18	4	Elementary (Teacher) Aide	Non Hispanic	Black or African American	63	administrator
2012	18	4	Elementary (Teacher) Aide	Non Hispanic	Native Hawaiian or other Pacific Islander	1	administrator
2012	18	4	Elementary (Teacher) Aide	Non Hispanic	Not Identified	236	administrator
2012	18	4	Elementary (Teacher) Aide	Non Hispanic	White	1,472	administrator
2012	18	5	Secondary (Teacher) Aide	Hispanic or Latino (H)	American Indian or Alaskan Native	2	administrator
2012	18	5	Secondary (Teacher) Aide	Hispanic or Latino (H)	Black or African American	1	administrator
2012	18	5	Secondary (Teacher) Aide	Hispanic or Latino (H)	Not Identified	14	administrator
2012	18	5	Secondary (Teacher) Aide	Hispanic or Latino (H)	White	58	administrator
2012	18	5	Secondary (Teacher) Aide	Non Hispanic	American Indian or Alaskan Native	8	administrator
2012	18	5	Secondary (Teacher) Aide	Non Hispanic	Asian	4	administrator
2012	18	5	Secondary (Teacher) Aide	Non Hispanic	Black or African American	13	administrator
2012	18	5	Secondary (Teacher) Aide	Non Hispanic	Native Hawaiian or other Pacific Islander	1	administrator
2012	18	5	Secondary (Teacher) Aide	Non Hispanic	Not Identified	19	administrator
2012	18	5	Secondary (Teacher) Aide	Non Hispanic	White	173	administrator
2012	18	6	Special Education (Teacher) Aide	Hispanic or Latino (H)	American Indian or Alaskan Native	38	administrator
2012	18	6	Special Education (Teacher) Aide	Hispanic or Latino (H)	Black or African American	10	administrator
2012	18	6	Special Education (Teacher) Aide	Hispanic or Latino (H)	Not Identified	142	administrator
2012	18	6	Special Education (Teacher) Aide	Hispanic or Latino (H)	White	687	administrator
2012	18	6	Special Education (Teacher) Aide	Non Hispanic	American Indian or Alaskan Native	72	administrator
2012	18	6	Special Education (Teacher) Aide	Non Hispanic	Asian	68	administrator
2012	18	6	Special Education (Teacher) Aide	Non Hispanic	Black or African American	81	administrator
2012	18	6	Special Education (Teacher) Aide	Non Hispanic	Native Hawaiian or other Pacific Islander	5	administrator
2012	18	6	Special Education (Teacher) Aide	Non Hispanic	Not Identified	281	administrator
2012	18	6	Special Education (Teacher) Aide	Non Hispanic	White	2,518	administrator



## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	18	41	Vocational Education	Hispanic or Latino (H)	American Indian or Alaskan Native	7	
2012	18	41	Vocational Education	Hispanic or Latino (H)	White	8	
2012	18	41	Vocational Education	Non Hispanic	American Indian or Alaskan Native	6	
2012	18	41	Vocational Education	Non Hispanic	Asian	1	
2012	18	41	Vocational Education	Non Hispanic	Black or African American	3	
2012	18	41	Vocational Education	Non Hispanic	Not Identified	3	
2012	18	41	Vocational Education	Non Hispanic	White	42	
2012	18	53	Bus Aid	Hispanic or Latino (H)	American Indian or Alaskan Native	5	
2012	18	53	Bus Aid	Hispanic or Latino (H)	Not Identified	37	
2012	18	53	Bus Aid	Hispanic or Latino (H)	White	456	
2012	18	53	Bus Aid	Non Hispanic	American Indian or Alaskan Native	43	
2012	18	53	Bus Aid	Non Hispanic	Asian	22	
2012	18	53	Bus Aid	Non Hispanic	Black or African American	116	
2012	18	53	Bus Aid	Non Hispanic	Not Identified	75	
2012	18	53	Bus Aid	Non Hispanic	White	756	
2012	18	54	Highly Qualified Paraprofessional Aides (Elementary)	Hispanic or Latino (H)	American Indian or Alaskan Native	82	
2012	18	54	Highly Qualified Paraprofessional Aides (Elementary)	Hispanic or Latino (H)	Asian	1	
2012	18	54	Highly Qualified Paraprofessional Aides (Elementary)	Hispanic or Latino (H)	Black or African American	2	
2012	18	54	Highly Qualified Paraprofessional Aides (Elementary)	Hispanic or Latino (H)	Native Hawaiian or other Pacific Islander	3	
2012	18	54	Highly Qualified Paraprofessional Aides (Elementary)	Hispanic or Latino (H)	Not Identified	190	
2012	18	54	Highly Qualified Paraprofessional Aides (Elementary)	Hispanic or Latino (H)	White	1,041	
2012	18	54	Highly Qualified Paraprofessional Aides (Elementary)	Non Hispanic	American Indian or Alaskan Native	160	
2012	18	54	Highly Qualified Paraprofessional Aides (Elementary)	Non Hispanic	Asian	45	
2012	18	54	Highly Qualified Paraprofessional Aides (Elementary)	Non Hispanic	Black or African American	105	
2012	18	54	Highly Qualified Paraprofessional Aides (Elementary)	Non Hispanic	Native Hawaiian or other Pacific Islander	3	
2012	18	54	Highly Qualified Paraprofessional Aides (Elementary)	Non Hispanic	Not Identified	214	
2012	18	54	Highly Qualified Paraprofessional Aides (Elementary)	Non Hispanic	White	1,731	
2012	18	55	Highly Qualified Paraprofessional Aides (Special Ed)	Hispanic or Latino (H)	American Indian or Alaskan Native	48	
2012	18	55	Highly Qualified Paraprofessional Aides (Special Ed)	Hispanic or Latino (H)	Black or African American	1	
2012	18	55	Highly Qualified Paraprofessional Aides (Special Ed)	Hispanic or Latino (H)	Native Hawaiian or other Pacific Islander	3	
2012	18	55	Highly Qualified Paraprofessional Aides (Special Ed)	Hispanic or Latino (H)	Not Identified	194	
2012	18	55	Highly Qualified Paraprofessional Aides (Special Ed)	Hispanic or Latino (H)	White	1,379	
2012	18	55	Highly Qualified Paraprofessional Aides (Special Ed)	Non Hispanic	American Indian or Alaskan Native	136	
2012	18	55	Highly Qualified Paraprofessional Aides (Special Ed)	Non Hispanic	Asian	76	
2012	18	55	Highly Qualified Paraprofessional Aides (Special Ed)	Non Hispanic	Black or African American	198	
2012	18	55	Highly Qualified Paraprofessional Aides (Special Ed)	Non Hispanic	Native Hawaiian or other Pacific Islander	5	
2012	18	55	Highly Qualified Paraprofessional Aides (Special Ed)	Non Hispanic	Not Identified	381	
2012	18	55	Highly Qualified Paraprofessional Aides (Special Ed)	Non Hispanic	White	3,045	
2012	18	56	Highly Qualified Paraprofessional Aides (Secondary)	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	18	56	Highly Qualified Paraprofessional Aides (Secondary)	Hispanic or Latino (H)	Not Identified	18	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	18	56	Highly Qualified Paraprofessional Aides (Secondary)	Hispanic or Latino (H)	White	134	
2012	18	56	Highly Qualified Paraprofessional Aides (Secondary)	Non Hispanic	American Indian or Alaskan Native	33	
2012	18	56	Highly Qualified Paraprofessional Aides (Secondary)	Non Hispanic	Asian	11	
2012	18	56	Highly Qualified Paraprofessional Aides (Secondary)	Non Hispanic	Black or African American	32	
2012	18	56	Highly Qualified Paraprofessional Aides (Secondary)	Non Hispanic	Native Hawaiian or other Pacific Islander	2	
2012	18	56	Highly Qualified Paraprofessional Aides (Secondary)	Non Hispanic	Not Identified	28	
2012	18	56	Highly Qualified Paraprofessional Aides (Secondary)	Non Hispanic	White	275	
2012	18	63	Health Office Aide	Hispanic or Latino (H)	American Indian or Alaskan Native	2	
2012	18	63	Health Office Aide	Hispanic or Latino (H)	Black or African American	1	
2012	18	63	Health Office Aide	Hispanic or Latino (H)	Not Identified	19	
2012	18	63	Health Office Aide	Hispanic or Latino (H)	White	165	
2012	18	63	Health Office Aide	Non Hispanic	American Indian or Alaskan Native	20	
2012	18	63	Health Office Aide	Non Hispanic	Asian	2	
2012	18	63	Health Office Aide	Non Hispanic	Black or African American	7	
2012	18	63	Health Office Aide	Non Hispanic	Not Identified	47	
2012	18	63	Health Office Aide	Non Hispanic	White	366	
2012	19	11	Bookstore Manager	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	19	11	Bookstore Manager	Hispanic or Latino (H)	Black or African American	1	
2012	19	11	Bookstore Manager	Hispanic or Latino (H)	Not Identified	1	
2012	19	11	Bookstore Manager	Hispanic or Latino (H)	White	20	
2012	19	11	Bookstore Manager	Non Hispanic	American Indian or Alaskan Native	1	
2012	19	11	Bookstore Manager	Non Hispanic	Black or African American	1	
2012	19	11	Bookstore Manager	Non Hispanic	Not Identified	5	
2012	19	11	Bookstore Manager	Non Hispanic	White	71	
2012	19	13	Business Manager/Adm. Assistance	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	19	13	Business Manager/Adm. Assistance	Hispanic or Latino (H)	Not Identified	7	
2012	19	13	Business Manager/Adm. Assistance	Hispanic or Latino (H)	White	23	
2012	19	13	Business Manager/Adm. Assistance	Non Hispanic	American Indian or Alaskan Native	5	
2012	19	13	Business Manager/Adm. Assistance	Non Hispanic	Asian	3	
2012	19	13	Business Manager/Adm. Assistance	Non Hispanic	Black or African American	1	
2012	19	13	Business Manager/Adm. Assistance	Non Hispanic	Not Identified	41	
2012	19	13	Business Manager/Adm. Assistance	Non Hispanic	White	96	
2012	19	15	Food Service Manager	Hispanic or Latino (H)	American Indian or Alaskan Native	18	
2012	19	15	Food Service Manager	Hispanic or Latino (H)	Black or African American	3	
2012	19	15	Food Service Manager	Hispanic or Latino (H)	Not Identified	29	
2012	19	15	Food Service Manager	Hispanic or Latino (H)	White	234	
2012	19	15	Food Service Manager	Non Hispanic	American Indian or Alaskan Native	17	
2012	19	15	Food Service Manager	Non Hispanic	Asian	7	
2012	19	15	Food Service Manager	Non Hispanic	Black or African American	29	
2012	19	15	Food Service Manager	Non Hispanic	Not Identified	62	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	19	15	Food Service Manager	Non Hispanic	White	547	
2012	19	25	Maintenance Supervisor	Hispanic or Latino (H)	American Indian or Alaskan Native	4	
2012	19	25	Maintenance Supervisor	Hispanic or Latino (H)	Not Identified	27	
2012	19	25	Maintenance Supervisor	Hispanic or Latino (H)	White	158	
2012	19	25	Maintenance Supervisor	Non Hispanic	American Indian or Alaskan Native	10	
2012	19	25	Maintenance Supervisor	Non Hispanic	Asian	3	
2012	19	25	Maintenance Supervisor	Non Hispanic	Black or African American	13	
2012	19	25	Maintenance Supervisor	Non Hispanic	Not Identified	44	
2012	19	25	Maintenance Supervisor	Non Hispanic	White	333	
2012	19	27	Mechanic Supervisor	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	19	27	Mechanic Supervisor	Hispanic or Latino (H)	Not Identified	1	
2012	19	27	Mechanic Supervisor	Hispanic or Latino (H)	White	8	
2012	19	27	Mechanic Supervisor	Non Hispanic	American Indian or Alaskan Native	1	
2012	19	27	Mechanic Supervisor	Non Hispanic	Not Identified	3	
2012	19	27	Mechanic Supervisor	Non Hispanic	White	19	
2012	19	32	Personnel Director	Hispanic or Latino (H)	Not Identified	4	
2012	19	32	Personnel Director	Hispanic or Latino (H)	White	5	
2012	19	32	Personnel Director	Non Hispanic	American Indian or Alaskan Native	4	
2012	19	32	Personnel Director	Non Hispanic	Black or African American	2	
2012	19	32	Personnel Director	Non Hispanic	Not Identified	6	
2012	19	32	Personnel Director	Non Hispanic	White	28	
2012	19	37	Supervisor	Hispanic or Latino (H)	American Indian or Alaskan Native	4	
2012	19	37	Supervisor	Hispanic or Latino (H)	Not Identified	12	
2012	19	37	Supervisor	Hispanic or Latino (H)	White	86	
2012	19	37	Supervisor	Non Hispanic	American Indian or Alaskan Native	14	
2012	19	37	Supervisor	Non Hispanic	Asian	8	
2012	19	37	Supervisor	Non Hispanic	Black or African American	19	
2012	19	37	Supervisor	Non Hispanic	Not Identified	39	
2012	19	37	Supervisor	Non Hispanic	White	331	
2012	19	38	Transportation Director	Hispanic or Latino (H)	Not Identified	6	
2012	19	38	Transportation Director	Hispanic or Latino (H)	White	9	
2012	19	38	Transportation Director	Non Hispanic	American Indian or Alaskan Native	7	
2012	19	38	Transportation Director	Non Hispanic	Not Identified	15	
2012	19	38	Transportation Director	Non Hispanic	White	75	
2012	19	44	Director-Other	Hispanic or Latino (H)	American Indian or Alaskan Native	2	
2012	19	44	Director-Other	Hispanic or Latino (H)	Not Identified	5	
2012	19	44	Director-Other	Hispanic or Latino (H)	White	35	
2012	19	44	Director-Other	Non Hispanic	American Indian or Alaskan Native	15	
2012	19	44	Director-Other	Non Hispanic	Asian	1	
2012	19	44	Director-Other	Non Hispanic	Black or African American	9	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	19	44	Director-Other	Non Hispanic	Not Identified	24	
2012	19	44	Director-Other	Non Hispanic	White	249	
2012	19	48	Food Service Director	Hispanic or Latino (H)	White	4	
2012	19	48	Food Service Director	Non Hispanic	American Indian or Alaskan Native	3	
2012	19	48	Food Service Director	Non Hispanic	Black or African American	1	
2012	19	48	Food Service Director	Non Hispanic	Not Identified	8	
2012	19	48	Food Service Director	Non Hispanic	White	39	
2012	19	49	Data Processing Director	Hispanic or Latino (H)	Not Identified	2	
2012	19	49	Data Processing Director	Hispanic or Latino (H)	White	3	
2012	19	49	Data Processing Director	Non Hispanic	American Indian or Alaskan Native	1	
2012	19	49	Data Processing Director	Non Hispanic	Not Identified	6	
2012	19	49	Data Processing Director	Non Hispanic	White	16	
2012	19	52	Manager (Other)	Hispanic or Latino (H)	Not Identified	10	
2012	19	52	Manager (Other)	Hispanic or Latino (H)	White	150	
2012	19	52	Manager (Other)	Non Hispanic	American Indian or Alaskan Native	4	
2012	19	52	Manager (Other)	Non Hispanic	Asian	6	
2012	19	52	Manager (Other)	Non Hispanic	Black or African American	9	
2012	19	52	Manager (Other)	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	19	52	Manager (Other)	Non Hispanic	Not Identified	16	
2012	19	52	Manager (Other)	Non Hispanic	White	364	
2012	19	52	Manager (Other)	Non Hispanic	White	3	
2012	19	64	Non-Certified Superintendent	Hispanic or Latino (H)	Not Identified	7	
2012	20	600	Coach	Hispanic or Latino (H)	White	14	
2012	20	600	Coach	Hispanic or Latino (H)	White	4	
2012	20	600	Coach	Non Hispanic	American Indian or Alaskan Native	2	
2012	20	600	Coach	Non Hispanic	Asian	1	
2012	20	600	Coach	Non Hispanic	Black or African American	1	
2012	20	600	Coach	Non Hispanic	Native Hawaiian or other Pacific Islander	18	
2012	20	600	Coach	Non Hispanic	Not Identified	43	
2012	20	600	Coach	Non Hispanic	White	2	
2012	20	601	Guidance - Counselor	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	20	601	Guidance - Counselor	Hispanic or Latino (H)	Black or African American	1	
2012	20	601	Guidance - Counselor	Hispanic or Latino (H)	Not Identified	18	
2012	20	601	Guidance - Counselor	Hispanic or Latino (H)	White	200	
2012	20	601	Guidance - Counselor	Non Hispanic	American Indian or Alaskan Native	34	
2012	20	601	Guidance - Counselor	Non Hispanic	Asian	12	
2012	20	601	Guidance - Counselor	Non Hispanic	Black or African American	57	
2012	20	601	Guidance - Counselor	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	20	601	Guidance - Counselor	Non Hispanic	Not Identified	128	
2012	20	601	Guidance - Counselor	Non Hispanic	White	922	
2012	20	602	Librarian	Hispanic or Latino (H)	American Indian or Alaskan Native	4	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position		Ethnicity	Race	State Count	Classification
		Code	Description				
2012	20	602	Librarian	Hispanic or Latino (H)	Not Identified	2	
2012	20	602	Librarian	Hispanic or Latino (H)	White	19	
2012	20	602	Librarian	Non Hispanic	American Indian or Alaskan Native	4	
2012	20	602	Librarian	Non Hispanic	Asian	2	
2012	20	602	Librarian	Non Hispanic	Black or African American	6	
2012	20	602	Librarian	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	20	602	Librarian	Non Hispanic	Not Identified	41	
2012	20	602	Librarian	Non Hispanic	White	366	
2012	20	603	Media Specialist	Hispanic or Latino (H)	White	10	
2012	20	603	Media Specialist	Non Hispanic	Asian	1	
2012	20	603	Media Specialist	Non Hispanic	Black or African American	2	
2012	20	603	Media Specialist	Non Hispanic	Not Identified	5	
2012	20	603	Media Specialist	Non Hispanic	White	95	
2012	20	604	Psychologist	Hispanic or Latino (H)	American Indian or Alaskan Native	5	
2012	20	604	Psychologist	Hispanic or Latino (H)	Not Identified	14	
2012	20	604	Psychologist	Hispanic or Latino (H)	White	67	
2012	20	604	Psychologist	Non Hispanic	American Indian or Alaskan Native	14	
2012	20	604	Psychologist	Non Hispanic	Asian	16	
2012	20	604	Psychologist	Non Hispanic	Black or African American	24	
2012	20	604	Psychologist	Non Hispanic	Native Hawaiian or other Pacific Islander	3	
2012	20	604	Psychologist	Non Hispanic	Not Identified	103	
2012	20	604	Psychologist	Non Hispanic	White	763	
2012	20	606	Other	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	20	606	Other	Hispanic or Latino (H)	Black or African American	1	
2012	20	606	Other	Hispanic or Latino (H)	Not Identified	10	
2012	20	606	Other	Hispanic or Latino (H)	White	116	
2012	20	606	Other	Non Hispanic	American Indian or Alaskan Native	14	
2012	20	606	Other	Non Hispanic	Asian	9	
2012	20	606	Other	Non Hispanic	Black or African American	17	
2012	20	606	Other	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	20	606	Other	Non Hispanic	Not Identified	77	
2012	20	606	Other	Non Hispanic	White	682	
2012	20	607	Support Specialist	Hispanic or Latino (H)	Not Identified	11	
2012	20	607	Support Specialist	Hispanic or Latino (H)	White	59	
2012	20	607	Support Specialist	Non Hispanic	American Indian or Alaskan Native	2	
2012	20	607	Support Specialist	Non Hispanic	Asian	1	
2012	20	607	Support Specialist	Non Hispanic	Black or African American	12	
2012	20	607	Support Specialist	Non Hispanic	Not Identified	16	
2012	20	607	Support Specialist	Non Hispanic	White	361	
2012	20	608	Intervention Specialist	Hispanic or Latino (H)	American Indian or Alaskan Native	4	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	20	608	Intervention Specialist	Hispanic or Latino (H)	Not Identified	5	
2012	20	608	Intervention Specialist	Hispanic or Latino (H)	White	37	
2012	20	608	Intervention Specialist	Non Hispanic	American Indian or Alaskan Native	4	
2012	20	608	Intervention Specialist	Non Hispanic	Asian	3	
2012	20	608	Intervention Specialist	Non Hispanic	Black or African American	11	
2012	20	608	Intervention Specialist	Non Hispanic	Not Identified	21	
2012	20	608	Intervention Specialist	Non Hispanic	White	234	
2012	20	609	Title 1 Coordinators	Hispanic or Latino (H)	White	5	
2012	20	609	Title 1 Coordinators	Non Hispanic	Not Identified	7	
2012	20	609	Title 1 Coordinators	Non Hispanic	White	43	
2012	20	610	Resource Support Specialist	Hispanic or Latino (H)	Not Identified	5	
2012	20	610	Resource Support Specialist	Hispanic or Latino (H)	White	14	
2012	20	610	Resource Support Specialist	Non Hispanic	American Indian or Alaskan Native	5	
2012	20	610	Resource Support Specialist	Non Hispanic	Asian	3	
2012	20	610	Resource Support Specialist	Non Hispanic	Black or African American	4	
2012	20	610	Resource Support Specialist	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	20	610	Resource Support Specialist	Non Hispanic	Not Identified	13	
2012	20	610	Resource Support Specialist	Non Hispanic	White	94	
2012	20	611	Resource Teacher	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	20	611	Resource Teacher	Hispanic or Latino (H)	Not Identified	1	
2012	20	611	Resource Teacher	Hispanic or Latino (H)	White	13	
2012	20	611	Resource Teacher	Non Hispanic	American Indian or Alaskan Native	8	
2012	20	611	Resource Teacher	Non Hispanic	Asian	3	
2012	20	611	Resource Teacher	Non Hispanic	Black or African American	4	
2012	20	611	Resource Teacher	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	20	611	Resource Teacher	Non Hispanic	Not Identified	11	
2012	20	611	Resource Teacher	Non Hispanic	White	73	
2012	20	612	Prevention Coordinator	Hispanic or Latino (H)	White	7	
2012	20	612	Prevention Coordinator	Non Hispanic	Black or African American	1	
2012	20	612	Prevention Coordinator	Non Hispanic	Not Identified	1	
2012	20	612	Prevention Coordinator	Non Hispanic	White	14	
2012	20	613	Professional Development	Hispanic or Latino (H)	American Indian or Alaskan Native	13	
2012	20	613	Professional Development	Hispanic or Latino (H)	Not Identified	15	
2012	20	613	Professional Development	Hispanic or Latino (H)	White	30	
2012	20	613	Professional Development	Non Hispanic	American Indian or Alaskan Native	7	
2012	20	613	Professional Development	Non Hispanic	Asian	5	
2012	20	613	Professional Development	Non Hispanic	Black or African American	13	
2012	20	613	Professional Development	Non Hispanic	Not Identified	61	
2012	20	613	Professional Development	Non Hispanic	White	254	
2012	20	614	Grants Manager	Hispanic or Latino (H)	White	4	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	20	614	Grants Manager	Non Hispanic	Black or African American	1	
2012	20	614	Grants Manager	Non Hispanic	Not Identified	3	
2012	20	614	Grants Manager	Non Hispanic	White	11	
2012	21	1	Accountant/Auditor	Hispanic or Latino (H)	American Indian or Alaskan Native	9	
2012	21	1	Accountant/Auditor	Hispanic or Latino (H)	Not Identified	1	
2012	21	1	Accountant/Auditor	Hispanic or Latino (H)	White	33	
2012	21	1	Accountant/Auditor	Non Hispanic	American Indian or Alaskan Native	4	
2012	21	1	Accountant/Auditor	Non Hispanic	Asian	4	
2012	21	1	Accountant/Auditor	Non Hispanic	Black or African American	7	
2012	21	1	Accountant/Auditor	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	21	1	Accountant/Auditor	Non Hispanic	Not Identified	15	
2012	21	1	Accountant/Auditor	Non Hispanic	White	112	
2012	21	2	Audiologist	Hispanic or Latino (H)	White	1	
2012	21	2	Audiologist	Non Hispanic	White	7	
2012	21	7	Librarian	Hispanic or Latino (H)	Not Identified	2	
2012	21	7	Librarian	Hispanic or Latino (H)	White	9	
2012	21	7	Librarian	Non Hispanic	American Indian or Alaskan Native	3	
2012	21	7	Librarian	Non Hispanic	Black or African American	1	
2012	21	7	Librarian	Non Hispanic	Not Identified	15	
2012	21	7	Librarian	Non Hispanic	White	58	
2012	21	8	Other	Hispanic or Latino (H)	American Indian or Alaskan Native	18	
2012	21	8	Other	Hispanic or Latino (H)	Black or African American	5	
2012	21	8	Other	Hispanic or Latino (H)	Not Identified	53	
2012	21	8	Other	Hispanic or Latino (H)	White	407	
2012	21	8	Other	Non Hispanic	American Indian or Alaskan Native	85	
2012	21	8	Other	Non Hispanic	Asian	29	
2012	21	8	Other	Non Hispanic	Black or African American	69	
2012	21	8	Other	Non Hispanic	Native Hawaiian or other Pacific Islander	3	
2012	21	8	Other	Non Hispanic	Not Identified	136	
2012	21	8	Other	Non Hispanic	White	929	
2012	21	9	Attendance Officer	Hispanic or Latino (H)	American Indian or Alaskan Native	6	
2012	21	9	Attendance Officer	Hispanic or Latino (H)	Black or African American	1	
2012	21	9	Attendance Officer	Hispanic or Latino (H)	Not Identified	31	
2012	21	9	Attendance Officer	Hispanic or Latino (H)	White	139	
2012	21	9	Attendance Officer	Non Hispanic	American Indian or Alaskan Native	41	
2012	21	9	Attendance Officer	Non Hispanic	Asian	7	
2012	21	9	Attendance Officer	Non Hispanic	Black or African American	4	
2012	21	9	Attendance Officer	Non Hispanic	Not Identified	46	
2012	21	9	Attendance Officer	Non Hispanic	White	324	
2012	21	10	Bookkeeper	Hispanic or Latino (H)	American Indian or Alaskan Native	6	



## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	21	10	Bookkeeper	Hispanic or Latino (H)	Not Identified	13	
2012	21	10	Bookkeeper	Hispanic or Latino (H)	White	61	
2012	21	10	Bookkeeper	Non Hispanic	American Indian or Alaskan Native	15	
2012	21	10	Bookkeeper	Non Hispanic	Asian	4	
2012	21	10	Bookkeeper	Non Hispanic	Black or African American	5	
2012	21	10	Bookkeeper	Non Hispanic	Not Identified	35	
2012	21	10	Bookkeeper	Non Hispanic	White	222	
2012	21	12	Bus Driver	Hispanic or Latino (H)	American Indian or Alaskan Native	47	
2012	21	12	Bus Driver	Hispanic or Latino (H)	Asian	1	
2012	21	12	Bus Driver	Hispanic or Latino (H)	Black or African American	7	
2012	21	12	Bus Driver	Hispanic or Latino (H)	Not Identified	162	
2012	21	12	Bus Driver	Hispanic or Latino (H)	White	1,060	
2012	21	12	Bus Driver	Non Hispanic	American Indian or Alaskan Native	299	
2012	21	12	Bus Driver	Non Hispanic	Asian	32	
2012	21	12	Bus Driver	Non Hispanic	Black or African American	270	
2012	21	12	Bus Driver	Non Hispanic	Native Hawaiian or other Pacific Islander	6	
2012	21	12	Bus Driver	Non Hispanic	Not Identified	382	
2012	21	12	Bus Driver	Non Hispanic	White	3,155	
2012	21	14	Buyer	Hispanic or Latino (H)	Not Identified	2	
2012	21	14	Buyer	Hispanic or Latino (H)	White	16	
2012	21	14	Buyer	Non Hispanic	Black or African American	2	
2012	21	14	Buyer	Non Hispanic	Not Identified	8	
2012	21	14	Buyer	Non Hispanic	White	55	
2012	21	16	Food Service Worker	Hispanic or Latino (H)	American Indian or Alaskan Native	91	
2012	21	16	Food Service Worker	Hispanic or Latino (H)	Black or African American	13	
2012	21	16	Food Service Worker	Hispanic or Latino (H)	Not Identified	320	
2012	21	16	Food Service Worker	Hispanic or Latino (H)	White	1,810	
2012	21	16	Food Service Worker	Non Hispanic	American Indian or Alaskan Native	90	
2012	21	16	Food Service Worker	Non Hispanic	Asian	130	
2012	21	16	Food Service Worker	Non Hispanic	Black or African American	117	
2012	21	16	Food Service Worker	Non Hispanic	Native Hawaiian or other Pacific Islander	2	
2012	21	16	Food Service Worker	Non Hispanic	Not Identified	201	
2012	21	16	Food Service Worker	Non Hispanic	White	1,804	
2012	21	17	Cashier	Hispanic or Latino (H)	American Indian or Alaskan Native	4	
2012	21	17	Cashier	Hispanic or Latino (H)	Black or African American	1	
2012	21	17	Cashier	Hispanic or Latino (H)	Not Identified	8	
2012	21	17	Cashier	Hispanic or Latino (H)	White	125	
2012	21	17	Cashier	Non Hispanic	American Indian or Alaskan Native	8	
2012	21	17	Cashier	Non Hispanic	Asian	7	
2012	21	17	Cashier	Non Hispanic	Black or African American	6	



## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	21	17	Cashier	Non Hispanic	Not Identified	10	
2012	21	17	Cashier	Non Hispanic	White	153	
2012	21	18	Clerical, Secretarial/PBX Operator	Hispanic or Latino (H)	American Indian or Alaskan Native	37	
2012	21	18	Clerical, Secretarial/PBX Operator	Hispanic or Latino (H)	Black or African American	3	
2012	21	18	Clerical, Secretarial/PBX Operator	Hispanic or Latino (H)	Not Identified	114	
2012	21	18	Clerical, Secretarial/PBX Operator	Hispanic or Latino (H)	White	919	
2012	21	18	Clerical, Secretarial/PBX Operator	Non Hispanic	American Indian or Alaskan Native	66	
2012	21	18	Clerical, Secretarial/PBX Operator	Non Hispanic	Asian	36	
2012	21	18	Clerical, Secretarial/PBX Operator	Non Hispanic	Black or African American	48	
2012	21	18	Clerical, Secretarial/PBX Operator	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	21	18	Clerical, Secretarial/PBX Operator	Non Hispanic	Not Identified	188	
2012	21	18	Clerical, Secretarial/PBX Operator	Non Hispanic	White	1,961	
2012	21	19	Community Services Representative/Resource Worker	Hispanic or Latino (H)	American Indian or Alaskan Native	7	
2012	21	19	Community Services Representative/Resource Worker	Hispanic or Latino (H)	Not Identified	37	
2012	21	19	Community Services Representative/Resource Worker	Hispanic or Latino (H)	White	232	
2012	21	19	Community Services Representative/Resource Worker	Non Hispanic	American Indian or Alaskan Native	32	
2012	21	19	Community Services Representative/Resource Worker	Non Hispanic	Asian	4	
2012	21	19	Community Services Representative/Resource Worker	Non Hispanic	Black or African American	26	
2012	21	19	Community Services Representative/Resource Worker	Non Hispanic	Not Identified	41	
2012	21	19	Community Services Representative/Resource Worker	Non Hispanic	White	226	
2012	21	20	School Crossing Guard	Hispanic or Latino (H)	American Indian or Alaskan Native	5	
2012	21	20	School Crossing Guard	Hispanic or Latino (H)	Black or African American	1	
2012	21	20	School Crossing Guard	Hispanic or Latino (H)	Not Identified	34	
2012	21	20	School Crossing Guard	Hispanic or Latino (H)	White	320	
2012	21	20	School Crossing Guard	Non Hispanic	American Indian or Alaskan Native	11	
2012	21	20	School Crossing Guard	Non Hispanic	Asian	14	
2012	21	20	School Crossing Guard	Non Hispanic	Black or African American	30	
2012	21	20	School Crossing Guard	Non Hispanic	Not Identified	64	
2012	21	20	School Crossing Guard	Non Hispanic	White	597	
2012	21	21	Data Processing	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	21	21	Data Processing	Hispanic or Latino (H)	Black or African American	1	
2012	21	21	Data Processing	Hispanic or Latino (H)	Not Identified	7	
2012	21	21	Data Processing	Hispanic or Latino (H)	White	54	
2012	21	21	Data Processing	Non Hispanic	American Indian or Alaskan Native	8	
2012	21	21	Data Processing	Non Hispanic	Asian	7	
2012	21	21	Data Processing	Non Hispanic	Black or African American	2	
2012	21	21	Data Processing	Non Hispanic	Not Identified	19	
2012	21	21	Data Processing	Non Hispanic	White	177	
2012	21	22	Dispatcher	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	21	22	Dispatcher	Hispanic or Latino (H)	Not Identified	2	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	21	22	Dispatcher	Hispanic or Latino (H)	White	17	
2012	21	22	Dispatcher	Non Hispanic	American Indian or Alaskan Native	4	
2012	21	22	Dispatcher	Non Hispanic	Asian	1	
2012	21	22	Dispatcher	Non Hispanic	Not Identified	6	
2012	21	22	Dispatcher	Non Hispanic	White	70	
2012	21	23	Guard	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	21	23	Guard	Hispanic or Latino (H)	Not Identified	12	
2012	21	23	Guard	Hispanic or Latino (H)	White	326	
2012	21	23	Guard	Non Hispanic	American Indian or Alaskan Native	78	
2012	21	23	Guard	Non Hispanic	Asian	13	
2012	21	23	Guard	Non Hispanic	Black or African American	70	
2012	21	23	Guard	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	21	23	Guard	Non Hispanic	Not Identified	53	
2012	21	23	Guard	Non Hispanic	White	479	
2012	21	24	Custodian/Maintenance	Hispanic or Latino (H)	American Indian or Alaskan Native	111	
2012	21	24	Custodian/Maintenance	Hispanic or Latino (H)	Asian	1	
2012	21	24	Custodian/Maintenance	Hispanic or Latino (H)	Black or African American	19	
2012	21	24	Custodian/Maintenance	Hispanic or Latino (H)	Not Identified	467	
2012	21	24	Custodian/Maintenance	Hispanic or Latino (H)	White	3,341	
2012	21	24	Custodian/Maintenance	Non Hispanic	American Indian or Alaskan Native	343	
2012	21	24	Custodian/Maintenance	Non Hispanic	Asian	65	
2012	21	24	Custodian/Maintenance	Non Hispanic	Black or African American	202	
2012	21	24	Custodian/Maintenance	Non Hispanic	Native Hawaiian or other Pacific Islander	7	
2012	21	24	Custodian/Maintenance	Non Hispanic	Not Identified	330	
2012	21	24	Custodian/Maintenance	Non Hispanic	White	2,487	
2012	21	26	Mechanic	Hispanic or Latino (H)	American Indian or Alaskan Native	3	
2012	21	26	Mechanic	Hispanic or Latino (H)	Not Identified	11	
2012	21	26	Mechanic	Hispanic or Latino (H)	White	111	
2012	21	26	Mechanic	Non Hispanic	American Indian or Alaskan Native	28	
2012	21	26	Mechanic	Non Hispanic	Asian	3	
2012	21	26	Mechanic	Non Hispanic	Black or African American	9	
2012	21	26	Mechanic	Non Hispanic	Not Identified	22	
2012	21	26	Mechanic	Non Hispanic	White	224	
2012	21	26	Mechanic	Hispanic or Latino (H)	White	14	
2012	21	28	Media Specialist	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	21	28	Media Specialist	Non Hispanic	Asian	4	
2012	21	28	Media Specialist	Non Hispanic	Black or African American	4	
2012	21	28	Media Specialist	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	21	28	Media Specialist	Non Hispanic	Not Identified	7	
2012	21	28	Media Specialist	Non Hispanic	White	117	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	PositionDescription	Ethnicity	Race	State Count	Classification
2012	21	30	Nutritionist/Dietitian	Hispanic or Latino (H)	White	1	
2012	21	30	Nutritionist/Dietitian	Non Hispanic	Black or African American	1	
2012	21	30	Nutritionist/Dietitian	Non Hispanic	White	10	
2012	21	31	Occupational Therapist	Hispanic or Latino (H)	Asian	1	
2012	21	31	Occupational Therapist	Hispanic or Latino (H)	Black or African American	1	
2012	21	31	Occupational Therapist	Hispanic or Latino (H)	Not Identified	1	
2012	21	31	Occupational Therapist	Hispanic or Latino (H)	White	5	
2012	21	31	Occupational Therapist	Non Hispanic	American Indian or Alaskan Native	2	
2012	21	31	Occupational Therapist	Non Hispanic	Asian	2	
2012	21	31	Occupational Therapist	Non Hispanic	Black or African American	3	
2012	21	31	Occupational Therapist	Non Hispanic	Not Identified	34	
2012	21	31	Occupational Therapist	Non Hispanic	White	235	
2012	21	33	Physical Therapist	Hispanic or Latino (H)	White	1	
2012	21	33	Physical Therapist	Non Hispanic	American Indian or Alaskan Native	1	
2012	21	33	Physical Therapist	Non Hispanic	Asian	2	
2012	21	33	Physical Therapist	Non Hispanic	Black or African American	1	
2012	21	33	Physical Therapist	Non Hispanic	Not Identified	7	
2012	21	33	Physical Therapist	Non Hispanic	White	71	
2012	21	34	Printer	Hispanic or Latino (H)	Not Identified	3	
2012	21	34	Printer	Hispanic or Latino (H)	White	14	
2012	21	34	Printer	Non Hispanic	American Indian or Alaskan Native	2	
2012	21	34	Printer	Non Hispanic	Black or African American	2	
2012	21	34	Printer	Non Hispanic	Not Identified	7	
2012	21	34	Printer	Non Hispanic	White	36	
2012	21	35	Research; Evaluators/Statistician	Hispanic or Latino (H)	American Indian or Alaskan Native	2	
2012	21	35	Research; Evaluators/Statistician	Hispanic or Latino (H)	Black or African American	1	
2012	21	35	Research; Evaluators/Statistician	Hispanic or Latino (H)	White	14	
2012	21	35	Research; Evaluators/Statistician	Non Hispanic	Asian	2	
2012	21	35	Research; Evaluators/Statistician	Non Hispanic	Black or African American	2	
2012	21	35	Research; Evaluators/Statistician	Non Hispanic	Not Identified	1	
2012	21	35	Research; Evaluators/Statistician	Non Hispanic	White	55	
2012	21	36	Social Worker	Hispanic or Latino (H)	American Indian or Alaskan Native	6	
2012	21	36	Social Worker	Hispanic or Latino (H)	Not Identified	7	
2012	21	36	Social Worker	Hispanic or Latino (H)	White	38	
2012	21	36	Social Worker	Non Hispanic	American Indian or Alaskan Native	10	
2012	21	36	Social Worker	Non Hispanic	Asian	1	
2012	21	36	Social Worker	Non Hispanic	Black or African American	16	
2012	21	36	Social Worker	Non Hispanic	Not Identified	14	
2012	21	36	Social Worker	Non Hispanic	White	158	
2012	21	39	Warehouse & Inventory Worker	Hispanic or Latino (H)	American Indian or Alaskan Native	2	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	21	39	Warehouse & Inventory Worker	Hispanic or Latino (H)	Not Identified	14	
2012	21	39	Warehouse & Inventory Worker	Hispanic or Latino (H)	White	109	
2012	21	39	Warehouse & Inventory Worker	Non Hispanic	American Indian or Alaskan Native	19	
2012	21	39	Warehouse & Inventory Worker	Non Hispanic	Asian	4	
2012	21	39	Warehouse & Inventory Worker	Non Hispanic	Black or African American	18	
2012	21	39	Warehouse & Inventory Worker	Non Hispanic	Not Identified	16	
2012	21	39	Warehouse & Inventory Worker	Non Hispanic	White	190	
2012	21	40	Other	Hispanic or Latino (H)	American Indian or Alaskan Native	15	
2012	21	40	Other	Hispanic or Latino (H)	Not Identified	26	
2012	21	40	Other	Hispanic or Latino (H)	White	172	
2012	21	40	Other	Non Hispanic	American Indian or Alaskan Native	17	
2012	21	40	Other	Non Hispanic	Asian	4	
2012	21	40	Other	Non Hispanic	Black or African American	6	
2012	21	40	Other	Non Hispanic	Not Identified	41	
2012	21	40	Other	Non Hispanic	White	357	
2012	21	42	Personnel Assistant	Hispanic or Latino (H)	Not Identified	6	
2012	21	42	Personnel Assistant	Hispanic or Latino (H)	White	62	
2012	21	42	Personnel Assistant	Non Hispanic	American Indian or Alaskan Native	7	
2012	21	42	Personnel Assistant	Non Hispanic	Asian	1	
2012	21	42	Personnel Assistant	Non Hispanic	Black or African American	6	
2012	21	42	Personnel Assistant	Non Hispanic	Not Identified	18	
2012	21	42	Personnel Assistant	Non Hispanic	White	123	
2012	21	43	Technician	Hispanic or Latino (H)	American Indian or Alaskan Native	13	
2012	21	43	Technician	Hispanic or Latino (H)	Asian	1	
2012	21	43	Technician	Hispanic or Latino (H)	Not Identified	27	
2012	21	43	Technician	Hispanic or Latino (H)	White	244	
2012	21	43	Technician	Non Hispanic	American Indian or Alaskan Native	25	
2012	21	43	Technician	Non Hispanic	Asian	18	
2012	21	43	Technician	Non Hispanic	Black or African American	30	
2012	21	43	Technician	Non Hispanic	Native Hawaiian or other Pacific Islander	3	
2012	21	43	Technician	Non Hispanic	Not Identified	62	
2012	21	43	Technician	Non Hispanic	White	685	
2012	21	45	Nurse	Hispanic or Latino (H)	American Indian or Alaskan Native	6	
2012	21	45	Nurse	Hispanic or Latino (H)	Not Identified	10	
2012	21	45	Nurse	Hispanic or Latino (H)	White	66	
2012	21	45	Nurse	Non Hispanic	American Indian or Alaskan Native	10	
2012	21	45	Nurse	Non Hispanic	Asian	5	
2012	21	45	Nurse	Non Hispanic	Black or African American	14	
2012	21	45	Nurse	Non Hispanic	Not Identified	77	
2012	21	45	Nurse	Non Hispanic	White	706	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	21	46	Guidance Counselor	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	21	46	Guidance Counselor	Hispanic or Latino (H)	Black or African American	1	
2012	21	46	Guidance Counselor	Hispanic or Latino (H)	Not Identified	3	
2012	21	46	Guidance Counselor	Hispanic or Latino (H)	White	4	
2012	21	46	Guidance Counselor	Non Hispanic	American Indian or Alaskan Native	3	
2012	21	46	Guidance Counselor	Non Hispanic	Asian	1	
2012	21	46	Guidance Counselor	Non Hispanic	Black or African American	3	
2012	21	46	Guidance Counselor	Non Hispanic	Not Identified	7	
2012	21	46	Guidance Counselor	Non Hispanic	White	22	
2012	21	47	Speech/Language Therapist	Hispanic or Latino (H)	American Indian or Alaskan Native	7	
2012	21	47	Speech/Language Therapist	Hispanic or Latino (H)	Black or African American	2	
2012	21	47	Speech/Language Therapist	Hispanic or Latino (H)	Not Identified	1	
2012	21	47	Speech/Language Therapist	Hispanic or Latino (H)	White	21	
2012	21	47	Speech/Language Therapist	Non Hispanic	American Indian or Alaskan Native	2	
2012	21	47	Speech/Language Therapist	Non Hispanic	Black or African American	7	
2012	21	47	Speech/Language Therapist	Non Hispanic	Not Identified	11	
2012	21	47	Speech/Language Therapist	Non Hispanic	White	132	
2012	21	47	Speech/Language Therapist	Hispanic or Latino (H)	American Indian or Alaskan Native	7	
2012	21	47	Speech/Language Therapist	Hispanic or Latino (H)	Not Identified	31	
2012	21	47	Speech/Language Therapist	Hispanic or Latino (H)	White	266	
2012	21	47	Speech/Language Therapist	Non Hispanic	American Indian or Alaskan Native	29	
2012	21	50	Administrative Assistant	Non Hispanic	Asian	9	
2012	21	50	Administrative Assistant	Non Hispanic	Black or African American	19	
2012	21	50	Administrative Assistant	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	21	50	Administrative Assistant	Non Hispanic	Not Identified	54	
2012	21	50	Administrative Assistant	Non Hispanic	White	712	
2012	21	51	Media Assistant	Hispanic or Latino (H)	White	22	
2012	21	51	Media Assistant	Non Hispanic	American Indian or Alaskan Native	2	
2012	21	51	Media Assistant	Non Hispanic	Black or African American	3	
2012	21	51	Media Assistant	Non Hispanic	Not Identified	2	
2012	21	51	Media Assistant	Non Hispanic	White	97	
2012	21	57	Technology Assistant	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	21	57	Technology Assistant	Hispanic or Latino (H)	Black or African American	1	
2012	21	57	Technology Assistant	Hispanic or Latino (H)	Not Identified	2	
2012	21	57	Technology Assistant	Hispanic or Latino (H)	White	111	
2012	21	57	Technology Assistant	Non Hispanic	American Indian or Alaskan Native	18	
2012	21	57	Technology Assistant	Non Hispanic	Asian	4	
2012	21	57	Technology Assistant	Non Hispanic	Black or African American	18	
2012	21	57	Technology Assistant	Non Hispanic	Not Identified	24	
2012	21	57	Technology Assistant	Non Hispanic	White	273	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	21	58	Assistant Nurse	Hispanic or Latino (H)	American Indian or Alaskan Native	4	
2012	21	58	Assistant Nurse	Hispanic or Latino (H)	Native Hawaiian or other Pacific Islander	1	
2012	21	58	Assistant Nurse	Hispanic or Latino (H)	Not Identified	20	
2012	21	58	Assistant Nurse	Hispanic or Latino (H)	White	29	
2012	21	58	Assistant Nurse	Non Hispanic	American Indian or Alaskan Native	15	
2012	21	58	Assistant Nurse	Non Hispanic	Black or African American	4	
2012	21	58	Assistant Nurse	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	21	58	Assistant Nurse	Non Hispanic	Not Identified	10	
2012	21	58	Assistant Nurse	Non Hispanic	White	60	
2012	21	59	Secretary	Hispanic or Latino (H)	American Indian or Alaskan Native	49	
2012	21	59	Secretary	Hispanic or Latino (H)	Asian	2	
2012	21	59	Secretary	Hispanic or Latino (H)	Black or African American	4	
2012	21	59	Secretary	Hispanic or Latino (H)	Native Hawaiian or other Pacific Islander	2	
2012	21	59	Secretary	Hispanic or Latino (H)	Not Identified	69	
2012	21	59	Secretary	Hispanic or Latino (H)	White	431	
2012	21	59	Secretary	Non Hispanic	American Indian or Alaskan Native	66	
2012	21	59	Secretary	Non Hispanic	Asian	11	
2012	21	59	Secretary	Non Hispanic	Black or African American	29	
2012	21	59	Secretary	Non Hispanic	Native Hawaiian or other Pacific Islander	2	
2012	21	59	Secretary	Non Hispanic	Not Identified	129	
2012	21	59	Secretary	Non Hispanic	White	810	
2012	21	60	Receptionist	Hispanic or Latino (H)	American Indian or Alaskan Native	5	
2012	21	60	Receptionist	Hispanic or Latino (H)	Black or African American	1	
2012	21	60	Receptionist	Hispanic or Latino (H)	Not Identified	11	
2012	21	60	Receptionist	Hispanic or Latino (H)	White	65	
2012	21	60	Receptionist	Non Hispanic	American Indian or Alaskan Native	11	
2012	21	60	Receptionist	Non Hispanic	Asian	2	
2012	21	60	Receptionist	Non Hispanic	Black or African American	5	
2012	21	60	Receptionist	Non Hispanic	Not Identified	21	
2012	21	60	Receptionist	Non Hispanic	White	66	
2012	21	61	Library Assistant	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	21	61	Library Assistant	Hispanic or Latino (H)	Not Identified	16	
2012	21	61	Library Assistant	Hispanic or Latino (H)	White	86	
2012	21	61	Library Assistant	Non Hispanic	American Indian or Alaskan Native	13	
2012	21	61	Library Assistant	Non Hispanic	Asian	7	
2012	21	61	Library Assistant	Non Hispanic	Black or African American	7	
2012	21	61	Library Assistant	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	21	61	Library Assistant	Non Hispanic	Not Identified	47	
2012	21	61	Library Assistant	Non Hispanic	White	394	
2012	21	62	Assistant	Hispanic or Latino (H)	Not Identified	3	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	21	62	Assistant	Hispanic or Latino (H)	White	274	
2012	21	62	Assistant	Non Hispanic	American Indian or Alaskan Native	23	
2012	21	62	Assistant	Non Hispanic	Asian	2	
2012	21	62	Assistant	Non Hispanic	Black or African American	83	
2012	21	62	Assistant	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	21	62	Assistant	Non Hispanic	Not Identified	14	
2012	21	62	Assistant	Non Hispanic	White	185	
2012	21	901	NON ADE Certified Elementary Teacher - Charter Schools Only	Hispanic or Latino (H)	Not Identified	1	
2012	21	901	NON ADE Certified Elementary Teacher - Charter Schools Only	Non Hispanic	Not Identified	9	
2012	21	902	NON ADE Certified Secondary Teacher - Charter Schools Only	Hispanic or Latino (H)	Not Identified	1	
2012	21	902	NON ADE Certified Secondary Teacher - Charter Schools Only	Non Hispanic	Not Identified	5	
2012	22	108	Head Teacher	Hispanic or Latino (H)	Not Identified	5	
2012	22	108	Head Teacher	Non Hispanic	Not Identified	15	
2012	22	108	Head Teacher	Non Hispanic	White	10	
2012	22	200	Agriculture (Non-vocational)	Hispanic or Latino (H)	White	2	
2012	22	200	Agriculture (Non-vocational)	Non Hispanic	Not Identified	1	
2012	22	200	Agriculture (Non-vocational)	Non Hispanic	White	5	
2012	22	201	Art	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	22	201	Art	Hispanic or Latino (H)	Not Identified	16	
2012	22	201	Art	Hispanic or Latino (H)	White	60	
2012	22	201	Art	Non Hispanic	American Indian or Alaskan Native	27	
2012	22	201	Art	Non Hispanic	Asian	11	
2012	22	201	Art	Non Hispanic	Black or African American	20	
2012	22	201	Art	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	22	201	Art	Non Hispanic	Not Identified	113	
2012	22	201	Art	Non Hispanic	White	1,069	
2012	22	202	Bilingual	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	22	202	Bilingual	Hispanic or Latino (H)	Not Identified	66	
2012	22	202	Bilingual	Hispanic or Latino (H)	White	96	
2012	22	202	Bilingual	Non Hispanic	American Indian or Alaskan Native	13	
2012	22	202	Bilingual	Non Hispanic	Asian	8	
2012	22	202	Bilingual	Non Hispanic	Black or African American	4	
2012	22	202	Bilingual	Non Hispanic	Not Identified	53	
2012	22	202	Bilingual	Non Hispanic	White	337	
2012	22	202	Bilingual	Hispanic or Latino (H)	Not Identified	1	
2012	22	203	Business	Hispanic or Latino (H)	White	21	
2012	22	203	Business	Non Hispanic	American Indian or Alaskan Native	2	
2012	22	203	Business	Non Hispanic	Black or African American	9	
2012	22	203	Business	Non Hispanic	Not Identified	16	
2012	22	203	Business	Non Hispanic	White	160	



## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	22	204	Communication Arts (Language Arts-Lit., Eng., Jrnl., Spch.)	Hispanic or Latino (H)	American Indian or Alaskan Native	2	
2012	22	204	Communication Arts (Language Arts-Lit., Eng., Jrnl., Spch.)	Hispanic or Latino (H)	Asian	1	
2012	22	204	Communication Arts (Language Arts-Lit., Eng., Jrnl., Spch.)	Hispanic or Latino (H)	Black or African American	2	
2012	22	204	Communication Arts (Language Arts-Lit., Eng., Jrnl., Spch.)	Hispanic or Latino (H)	Not Identified	29	
2012	22	204	Communication Arts (Language Arts-Lit., Eng., Jrnl., Spch.)	Hispanic or Latino (H)	White	324	
2012	22	204	Communication Arts (Language Arts-Lit., Eng., Jrnl., Spch.)	Non Hispanic	American Indian or Alaskan Native	35	
2012	22	204	Communication Arts (Language Arts-Lit., Eng., Jrnl., Spch.)	Non Hispanic	Asian	36	
2012	22	204	Communication Arts (Language Arts-Lit., Eng., Jrnl., Spch.)	Non Hispanic	Black or African American	80	
2012	22	204	Communication Arts (Language Arts-Lit., Eng., Jrnl., Spch.)	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	22	204	Communication Arts (Language Arts-Lit., Eng., Jrnl., Spch.)	Non Hispanic	Not Identified	225	
2012	22	204	Communication Arts (Language Arts-Lit., Eng., Jrnl., Spch.)	Non Hispanic	White	3,075	
2012	22	205	Communication Arts (Language Arts-Lit., Eng., Jrnl., Spch.)	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	22	205	Drama (Dance-Theater)	Hispanic or Latino (H)	Not Identified	1	
2012	22	205	Drama (Dance-Theater)	Hispanic or Latino (H)	White	17	
2012	22	205	Drama (Dance-Theater)	Non Hispanic	American Indian or Alaskan Native	1	
2012	22	205	Drama (Dance-Theater)	Non Hispanic	Asian	2	
2012	22	205	Drama (Dance-Theater)	Non Hispanic	Black or African American	6	
2012	22	205	Drama (Dance-Theater)	Non Hispanic	Not Identified	20	
2012	22	205	Drama (Dance-Theater)	Non Hispanic	White	234	
2012	22	206	Driver Education	Hispanic or Latino (H)	White	2	
2012	22	206	Driver Education	Non Hispanic	Not Identified	2	
2012	22	206	Driver Education	Non Hispanic	White	29	
2012	22	207	Elementary Classroom	Hispanic or Latino (H)	American Indian or Alaskan Native	99	
2012	22	207	Elementary Classroom	Hispanic or Latino (H)	Asian	1	
2012	22	207	Elementary Classroom	Hispanic or Latino (H)	Black or African American	3	
2012	22	207	Elementary Classroom	Hispanic or Latino (H)	Not Identified	273	
2012	22	207	Elementary Classroom	Hispanic or Latino (H)	White	2,094	
2012	22	207	Elementary Classroom	Non Hispanic	American Indian or Alaskan Native	271	
2012	22	207	Elementary Classroom	Non Hispanic	Asian	238	
2012	22	207	Elementary Classroom	Non Hispanic	Black or African American	324	
2012	22	207	Elementary Classroom	Non Hispanic	Native Hawaiian or other Pacific Islander	13	
2012	22	207	Elementary Classroom	Non Hispanic	Not Identified	1,486	
2012	22	207	Elementary Classroom	Non Hispanic	White	13,298	
2012	22	208	Exploratory Health Occupations	Hispanic or Latino (H)	White	1	
2012	22	208	Exploratory Health Occupations	Non Hispanic	Black or African American	1	
2012	22	208	Exploratory Health Occupations	Non Hispanic	White	5	
2012	22	209	Foreign languages - French, German, Spanish, Other	Hispanic or Latino (H)	American Indian or Alaskan Native	5	
2012	22	209	Foreign languages - French, German, Spanish, Other	Hispanic or Latino (H)	Not Identified	31	
2012	22	209	Foreign languages - French, German, Spanish, Other	Hispanic or Latino (H)	White	230	
2012	22	209	Foreign languages - French, German, Spanish, Other	Non Hispanic	American Indian or Alaskan Native	24	



## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position		PositionDescription	Ethnicity	Race	State Count	Classification
		Code	Count					
2012	22	209	31	Foreign languages - French, German, Spanish, Other	Non Hispanic	Asian		
2012	22	209	8	Foreign languages - French, German, Spanish, Other	Non Hispanic	Black or African American		
2012	22	209	44	Foreign languages - French, German, Spanish, Other	Non Hispanic	Not Identified		
2012	22	209	662	Foreign languages - French, German, Spanish, Other	Non Hispanic	White		
2012	22	210	1	Gifted	Hispanic or Latino (H)	Not Identified		
2012	22	210	29	Gifted	Hispanic or Latino (H)	White		
2012	22	210	9	Gifted	Non Hispanic	Asian		
2012	22	210	7	Gifted	Non Hispanic	Black or African American		
2012	22	210	75	Gifted	Non Hispanic	Not Identified		
2012	22	210	555	Gifted	Non Hispanic	White		
2012	22	211	1	Homebound	Hispanic or Latino (H)	White		
2012	22	211	7	Homebound	Non Hispanic	Not Identified		
2012	22	211	22	Homebound	Non Hispanic	White		
2012	22	212	1	Home Economics (Non-vocational)	Hispanic or Latino (H)	Not Identified		
2012	22	212	8	Home Economics (Non-vocational)	Hispanic or Latino (H)	White		
2012	22	212	1	Home Economics (Non-vocational)	Non Hispanic	American Indian or Alaskan Native		
2012	22	212	1	Home Economics (Non-vocational)	Non Hispanic	Asian		
2012	22	212	1	Home Economics (Non-vocational)	Non Hispanic	Black or African American		
2012	22	212	2	Home Economics (Non-vocational)	Non Hispanic	Not Identified		
2012	22	212	99	Home Economics (Non-vocational)	Non Hispanic	White		
2012	22	212	1	Home Economics (Non-vocational)	Hispanic or Latino (H)	White		
2012	22	213	4	Humanities (Philo.)	Non Hispanic	Not Identified		
2012	22	213	3	Humanities (Philo.)	Non Hispanic	White		
2012	22	213	11	Humanities (Philo.)	Hispanic or Latino (H)	White		
2012	22	214	1	Industrial Arts (Non-vocational)	Non Hispanic	American Indian or Alaskan Native		
2012	22	214	1	Industrial Arts (Non-vocational)	Non Hispanic	Black or African American		
2012	22	214	2	Industrial Arts (Non-vocational)	Non Hispanic	Not Identified		
2012	22	214	8	Industrial Arts (Non-vocational)	Non Hispanic	White		
2012	22	214	57	Industrial Arts (Non-vocational)	Non Hispanic	White		
2012	22	215	17	Kindergarten Classroom	Hispanic or Latino (H)	American Indian or Alaskan Native		
2012	22	215	1	Kindergarten Classroom	Hispanic or Latino (H)	Black or African American		
2012	22	215	37	Kindergarten Classroom	Hispanic or Latino (H)	Not Identified		
2012	22	215	410	Kindergarten Classroom	Hispanic or Latino (H)	White		
2012	22	215	50	Kindergarten Classroom	Non Hispanic	American Indian or Alaskan Native		
2012	22	215	31	Kindergarten Classroom	Non Hispanic	Asian		
2012	22	215	32	Kindergarten Classroom	Non Hispanic	Black or African American		
2012	22	215	3	Kindergarten Classroom	Non Hispanic	Native Hawaiian or other Pacific Islander		
2012	22	215	205	Kindergarten Classroom	Non Hispanic	Not Identified		
2012	22	215	2,166	Kindergarten Classroom	Non Hispanic	White		
2012	22	216	8	Mathematics (Alg., Geom., Cal., Trig., etc)	Hispanic or Latino (H)	American Indian or Alaskan Native		
2012	22	216	1	Mathematics (Alg., Geom., Cal., Trig., etc)	Hispanic or Latino (H)	Asian		

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	PositionDescription	Ethnicity	Race	State Count	Classification
2012	22	216	Mathematics (Alg., Geom., Cal., Trig., etc)	Hispanic or Latino (H)	Not Identified	25	
2012	22	216	Mathematics (Alg., Geom., Cal., Trig., etc)	Hispanic or Latino (H)	White	295	
2012	22	216	Mathematics (Alg., Geom., Cal., Trig., etc)	Non Hispanic	American Indian or Alaskan Native	29	
2012	22	216	Mathematics (Alg., Geom., Cal., Trig., etc)	Non Hispanic	Asian	101	
2012	22	216	Mathematics (Alg., Geom., Cal., Trig., etc)	Non Hispanic	Black or African American	68	
2012	22	216	Mathematics (Alg., Geom., Cal., Trig., etc)	Non Hispanic	Native Hawaiian or other Pacific Islander	13	
2012	22	216	Mathematics (Alg., Geom., Cal., Trig., etc)	Non Hispanic	Not Identified	226	
2012	22	216	Mathematics (Alg., Geom., Cal., Trig., etc)	Non Hispanic	White	2,692	
2012	22	217	Music	Hispanic or Latino (H)	American Indian or Alaskan Native	3	
2012	22	217	Music	Hispanic or Latino (H)	Not Identified	15	
2012	22	217	Music	Hispanic or Latino (H)	White	100	
2012	22	217	Music	Non Hispanic	American Indian or Alaskan Native	8	
2012	22	217	Music	Non Hispanic	Asian	31	
2012	22	217	Music	Non Hispanic	Black or African American	24	
2012	22	217	Music	Non Hispanic	Native Hawaiian or other Pacific Islander	5	
2012	22	217	Music	Non Hispanic	Not Identified	198	
2012	22	217	Music	Non Hispanic	White	1,671	
2012	22	218	Physical Education/Health	Hispanic or Latino (H)	American Indian or Alaskan Native	8	
2012	22	218	Physical Education/Health	Hispanic or Latino (H)	Asian	1	
2012	22	218	Physical Education/Health	Hispanic or Latino (H)	Not Identified	40	
2012	22	218	Physical Education/Health	Hispanic or Latino (H)	White	222	
2012	22	218	Physical Education/Health	Non Hispanic	American Indian or Alaskan Native	37	
2012	22	218	Physical Education/Health	Non Hispanic	Asian	19	
2012	22	218	Physical Education/Health	Non Hispanic	Black or African American	64	
2012	22	218	Physical Education/Health	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	22	218	Physical Education/Health	Non Hispanic	Not Identified	167	
2012	22	218	Physical Education/Health	Non Hispanic	White	1,948	
2012	22	219	Reading	Hispanic or Latino (H)	American Indian or Alaskan Native	6	
2012	22	219	Reading	Hispanic or Latino (H)	Not Identified	18	
2012	22	219	Reading	Hispanic or Latino (H)	White	120	
2012	22	219	Reading	Non Hispanic	American Indian or Alaskan Native	21	
2012	22	219	Reading	Non Hispanic	Asian	16	
2012	22	219	Reading	Non Hispanic	Black or African American	24	
2012	22	219	Reading	Non Hispanic	Not Identified	127	
2012	22	219	Reading	Non Hispanic	White	837	
2012	22	220	Remedial Education	Hispanic or Latino (H)	White	17	
2012	22	220	Remedial Education	Non Hispanic	American Indian or Alaskan Native	4	
2012	22	220	Remedial Education	Non Hispanic	Asian	6	
2012	22	220	Remedial Education	Non Hispanic	Black or African American	2	
2012	22	220	Remedial Education	Non Hispanic	Not Identified	16	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	22	220	Remedial Education	Non Hispanic	White	177	
2012	22	221	Science (Bio., Chem., Physics, Earth Sci., etc.)	Hispanic or Latino (H)	American Indian or Alaskan Native	3	
2012	22	221	Science (Bio., Chem., Physics, Earth Sci., etc.)	Hispanic or Latino (H)	Not Identified	14	
2012	22	221	Science (Bio., Chem., Physics, Earth Sci., etc.)	Hispanic or Latino (H)	White	149	
2012	22	221	Science (Bio., Chem., Physics, Earth Sci., etc.)	Non Hispanic	American Indian or Alaskan Native	18	
2012	22	221	Science (Bio., Chem., Physics, Earth Sci., etc.)	Non Hispanic	Asian	66	
2012	22	221	Science (Bio., Chem., Physics, Earth Sci., etc.)	Non Hispanic	Black or African American	44	
2012	22	221	Science (Bio., Chem., Physics, Earth Sci., etc.)	Non Hispanic	Native Hawaiian or other Pacific Islander	16	
2012	22	221	Science (Bio., Chem., Physics, Earth Sci., etc.)	Non Hispanic	Not Identified	179	
2012	22	221	Science (Bio., Chem., Physics, Earth Sci., etc.)	Non Hispanic	White	2,160	
2012	22	222	Social Studies (Eco., Gov., Psych., Geog., Hist., Soc.)	Hispanic or Latino (H)	American Indian or Alaskan Native	2	
2012	22	222	Social Studies (Eco., Gov., Psych., Geog., Hist., Soc.)	Hispanic or Latino (H)	Black or African American	1	
2012	22	222	Social Studies (Eco., Gov., Psych., Geog., Hist., Soc.)	Hispanic or Latino (H)	Not Identified	22	
2012	22	222	Social Studies (Eco., Gov., Psych., Geog., Hist., Soc.)	Hispanic or Latino (H)	White	206	
2012	22	222	Social Studies (Eco., Gov., Psych., Geog., Hist., Soc.)	Non Hispanic	American Indian or Alaskan Native	26	
2012	22	222	Social Studies (Eco., Gov., Psych., Geog., Hist., Soc.)	Non Hispanic	Asian	24	
2012	22	222	Social Studies (Eco., Gov., Psych., Geog., Hist., Soc.)	Non Hispanic	Black or African American	59	
2012	22	222	Social Studies (Eco., Gov., Psych., Geog., Hist., Soc.)	Non Hispanic	Not Identified	175	
2012	22	222	Social Studies (Eco., Gov., Psych., Geog., Hist., Soc.)	Non Hispanic	White	2,035	
2012	22	223	Other (Includes Preschool with certification)	Hispanic or Latino (H)	Not Identified	10	
2012	22	223	Other (Includes Preschool with certification)	Hispanic or Latino (H)	White	167	
2012	22	223	Other (Includes Preschool with certification)	Non Hispanic	American Indian or Alaskan Native	17	
2012	22	223	Other (Includes Preschool with certification)	Non Hispanic	Asian	9	
2012	22	223	Other (Includes Preschool with certification)	Non Hispanic	Black or African American	20	
2012	22	223	Other (Includes Preschool with certification)	Non Hispanic	Native Hawaiian or other Pacific Islander	2	
2012	22	223	Other (Includes Preschool with certification)	Non Hispanic	Not Identified	67	
2012	22	223	Other (Includes Preschool with certification)	Non Hispanic	White	767	
2012	22	224	Computer Science	Hispanic or Latino (H)	Not Identified	4	
2012	22	224	Computer Science	Hispanic or Latino (H)	White	29	
2012	22	224	Computer Science	Non Hispanic	American Indian or Alaskan Native	7	
2012	22	224	Computer Science	Non Hispanic	Asian	5	
2012	22	224	Computer Science	Non Hispanic	Black or African American	5	
2012	22	224	Computer Science	Non Hispanic	Native Hawaiian or other Pacific Islander	2	
2012	22	224	Computer Science	Non Hispanic	Not Identified	38	
2012	22	224	Computer Science	Non Hispanic	White	252	
2012	22	224	Computer Science	Non Hispanic	Not Identified	3	
2012	22	225	Early Childhood Handicapped (PSH)	Hispanic or Latino (H)	Not Identified	19	
2012	22	225	Early Childhood Handicapped (PSH)	Hispanic or Latino (H)	White	11	
2012	22	225	Early Childhood Handicapped (PSH)	Non Hispanic	American Indian or Alaskan Native	6	
2012	22	225	Early Childhood Handicapped (PSH)	Non Hispanic	Asian	7	
2012	22	225	Early Childhood Handicapped (PSH)	Non Hispanic	Black or African American		

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	22	225	Early Childhood Handicapped (PSH)	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	22	225	Early Childhood Handicapped (PSH)	Non Hispanic	Not Identified	40	
2012	22	225	Early Childhood Handicapped (PSH)	Non Hispanic	White	308	
2012	22	226	ROTC	Hispanic or Latino (H)	White	16	
2012	22	226	ROTC	Non Hispanic	Asian	2	
2012	22	226	ROTC	Non Hispanic	Black or African American	14	
2012	22	226	ROTC	Non Hispanic	Not Identified	9	
2012	22	226	ROTC	Non Hispanic	White	77	
2012	22	300	Cross Categorical	Hispanic or Latino (H)	American Indian or Alaskan Native	17	
2012	22	300	Cross Categorical	Hispanic or Latino (H)	Black or African American	1	
2012	22	300	Cross Categorical	Hispanic or Latino (H)	Not Identified	27	
2012	22	300	Cross Categorical	Hispanic or Latino (H)	White	177	
2012	22	300	Cross Categorical	Non Hispanic	American Indian or Alaskan Native	37	
2012	22	300	Cross Categorical	Non Hispanic	Asian	49	
2012	22	300	Cross Categorical	Non Hispanic	Black or African American	74	
2012	22	300	Cross Categorical	Non Hispanic	Native Hawaiian or other Pacific Islander	11	
2012	22	300	Cross Categorical	Non Hispanic	Not Identified	203	
2012	22	300	Cross Categorical	Non Hispanic	White	1,970	
2012	22	301	Mild Mental Retardation	Hispanic or Latino (H)	Not Identified	3	
2012	22	301	Mild Mental Retardation	Hispanic or Latino (H)	White	18	
2012	22	301	Mild Mental Retardation	Non Hispanic	American Indian or Alaskan Native	2	
2012	22	301	Mild Mental Retardation	Non Hispanic	Asian	5	
2012	22	301	Mild Mental Retardation	Non Hispanic	Black or African American	2	
2012	22	301	Mild Mental Retardation	Non Hispanic	Not Identified	16	
2012	22	301	Mild Mental Retardation	Non Hispanic	White	212	
2012	22	302	Moderate Mental Retardation	Hispanic or Latino (H)	American Indian or Alaskan Native	2	
2012	22	302	Moderate Mental Retardation	Hispanic or Latino (H)	Not Identified	3	
2012	22	302	Moderate Mental Retardation	Hispanic or Latino (H)	White	13	
2012	22	302	Moderate Mental Retardation	Non Hispanic	American Indian or Alaskan Native	3	
2012	22	302	Moderate Mental Retardation	Non Hispanic	Asian	4	
2012	22	302	Moderate Mental Retardation	Non Hispanic	Black or African American	10	
2012	22	302	Moderate Mental Retardation	Non Hispanic	Native Hawaiian or other Pacific Islander	2	
2012	22	302	Moderate Mental Retardation	Non Hispanic	Not Identified	25	
2012	22	302	Moderate Mental Retardation	Non Hispanic	White	202	
2012	22	303	Orthopedic Impairment	Hispanic or Latino (H)	White	2	
2012	22	303	Orthopedic Impairment	Non Hispanic	American Indian or Alaskan Native	1	
2012	22	303	Orthopedic Impairment	Non Hispanic	Asian	1	
2012	22	303	Orthopedic Impairment	Non Hispanic	Not Identified	5	
2012	22	303	Orthopedic Impairment	Non Hispanic	White	44	
2012	22	304	Emotional Disability	Hispanic or Latino (H)	Not Identified	1	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	22	304	Emotional Disability	Hispanic or Latino (H)	White	20	
2012	22	304	Emotional Disability	Non Hispanic	American Indian or Alaskan Native	2	
2012	22	304	Emotional Disability	Non Hispanic	Asian	2	
2012	22	304	Emotional Disability	Non Hispanic	Black or African American	11	
2012	22	304	Emotional Disability	Non Hispanic	Not Identified	26	
2012	22	304	Emotional Disability	Non Hispanic	White	283	
2012	22	305	Specific Learning Disability	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	22	305	Specific Learning Disability	Hispanic or Latino (H)	Not Identified	23	
2012	22	305	Specific Learning Disability	Hispanic or Latino (H)	White	113	
2012	22	305	Specific Learning Disability	Non Hispanic	American Indian or Alaskan Native	16	
2012	22	305	Specific Learning Disability	Non Hispanic	Asian	25	
2012	22	305	Specific Learning Disability	Non Hispanic	Black or African American	46	
2012	22	305	Specific Learning Disability	Non Hispanic	Native Hawaiian or other Pacific Islander	2	
2012	22	305	Specific Learning Disability	Non Hispanic	Not Identified	124	
2012	22	305	Specific Learning Disability	Non Hispanic	White	1,336	
2012	22	306	Multiple Disability	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	22	306	Multiple Disability	Hispanic or Latino (H)	Not Identified	2	
2012	22	306	Multiple Disability	Hispanic or Latino (H)	White	13	
2012	22	306	Multiple Disability	Non Hispanic	American Indian or Alaskan Native	1	
2012	22	306	Multiple Disability	Non Hispanic	Asian	6	
2012	22	306	Multiple Disability	Non Hispanic	Black or African American	2	
2012	22	306	Multiple Disability	Non Hispanic	Not Identified	27	
2012	22	306	Multiple Disability	Non Hispanic	White	157	
2012	22	307	Remedial Education	Hispanic or Latino (H)	Not Identified	2	
2012	22	307	Remedial Education	Hispanic or Latino (H)	White	3	
2012	22	307	Remedial Education	Non Hispanic	American Indian or Alaskan Native	1	
2012	22	307	Remedial Education	Non Hispanic	Not Identified	6	
2012	22	307	Remedial Education	Non Hispanic	White	48	
2012	22	308	Speech and Language Therapy	Hispanic or Latino (H)	American Indian or Alaskan Native	1	
2012	22	308	Speech and Language Therapy	Hispanic or Latino (H)	Not Identified	4	
2012	22	308	Speech and Language Therapy	Hispanic or Latino (H)	White	55	
2012	22	308	Speech and Language Therapy	Non Hispanic	American Indian or Alaskan Native	7	
2012	22	308	Speech and Language Therapy	Non Hispanic	Asian	12	
2012	22	308	Speech and Language Therapy	Non Hispanic	Black or African American	13	
2012	22	308	Speech and Language Therapy	Non Hispanic	Not Identified	111	
2012	22	308	Speech and Language Therapy	Non Hispanic	White	826	
2012	22	308	Speech and Language Therapy	Hispanic or Latino (H)	White	1	
2012	22	309	Hearing Impairment	Non Hispanic	Asian	1	
2012	22	309	Hearing Impairment	Non Hispanic	Black or African American	1	
2012	22	309	Hearing Impairment	Non Hispanic	Not Identified	10	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	22	309	Hearing Impairment	Non Hispanic	White	63	
2012	22	310	Visual Impairment	Hispanic or Latino (H)	Not Identified	1	
2012	22	310	Visual Impairment	Hispanic or Latino (H)	White	6	
2012	22	310	Visual Impairment	Non Hispanic	Not Identified	7	
2012	22	310	Visual Impairment	Non Hispanic	White	50	
2012	22	400	Agriculture	Hispanic or Latino (H)	Not Identified	3	
2012	22	400	Agriculture	Hispanic or Latino (H)	White	4	
2012	22	400	Agriculture	Non Hispanic	American Indian or Alaskan Native	1	
2012	22	400	Agriculture	Non Hispanic	Not Identified	8	
2012	22	400	Agriculture	Non Hispanic	White	51	
2012	22	401	Marketing & Distributive Education	Hispanic or Latino (H)	White	9	
2012	22	401	Marketing & Distributive Education	Non Hispanic	American Indian or Alaskan Native	2	
2012	22	401	Marketing & Distributive Education	Non Hispanic	Asian	1	
2012	22	401	Marketing & Distributive Education	Non Hispanic	Not Identified	5	
2012	22	401	Marketing & Distributive Education	Non Hispanic	White	37	
2012	22	402	Diversified Cooperative Education	Hispanic or Latino (H)	White	3	
2012	22	402	Diversified Cooperative Education	Non Hispanic	Black or African American	1	
2012	22	402	Diversified Cooperative Education	Non Hispanic	Not Identified	2	
2012	22	402	Diversified Cooperative Education	Non Hispanic	White	11	
2012	22	403	Health Occupations & Homemaking	Hispanic or Latino (H)	American Indian or Alaskan Native	2	
2012	22	403	Health Occupations & Homemaking	Hispanic or Latino (H)	White	3	
2012	22	403	Health Occupations & Homemaking	Non Hispanic	American Indian or Alaskan Native	3	
2012	22	403	Health Occupations & Homemaking	Non Hispanic	Black or African American	3	
2012	22	403	Health Occupations & Homemaking	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	22	403	Health Occupations & Homemaking	Non Hispanic	Not Identified	5	
2012	22	403	Health Occupations & Homemaking	Non Hispanic	White	67	
2012	22	404	Home Economics (Consumer Area)	Hispanic or Latino (H)	Not Identified	2	
2012	22	404	Home Economics (Consumer Area)	Hispanic or Latino (H)	White	13	
2012	22	404	Home Economics (Consumer Area)	Non Hispanic	American Indian or Alaskan Native	1	
2012	22	404	Home Economics (Consumer Area)	Non Hispanic	Asian	2	
2012	22	404	Home Economics (Consumer Area)	Non Hispanic	Black or African American	6	
2012	22	404	Home Economics (Consumer Area)	Non Hispanic	Not Identified	13	
2012	22	404	Home Economics (Consumer Area)	Non Hispanic	White	138	
2012	22	405	Home Economics (Specialized)	Hispanic or Latino (H)	White	3	
2012	22	405	Home Economics (Specialized)	Non Hispanic	American Indian or Alaskan Native	1	
2012	22	405	Home Economics (Specialized)	Non Hispanic	Black or African American	1	
2012	22	405	Home Economics (Specialized)	Non Hispanic	Not Identified	2	
2012	22	405	Home Economics (Specialized)	Non Hispanic	White	25	
2012	22	406	Home Economics Related Occupation (HERO)	Hispanic or Latino (H)	Not Identified	2	
2012	22	406	Home Economics Related Occupation (HERO)	Hispanic or Latino (H)	White	6	



## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	PositionDescription	Ethnicity	Race	State Count	Classification
2012	22	406	Home Economics Related Occupation (HERO)	Non Hispanic	American Indian or Alaskan Native	1	
2012	22	406	Home Economics Related Occupation (HERO)	Non Hispanic	Black or African American	1	
2012	22	406	Home Economics Related Occupation (HERO)	Non Hispanic	Not Identified	4	
2012	22	406	Home Economics Related Occupation (HERO)	Non Hispanic	White	31	
2012	22	407	Industrial Arts-Vocational	Hispanic or Latino (H)	Not Identified	1	
2012	22	407	Industrial Arts-Vocational	Hispanic or Latino (H)	White	17	
2012	22	407	Industrial Arts-Vocational	Non Hispanic	American Indian or Alaskan Native	10	
2012	22	407	Industrial Arts-Vocational	Non Hispanic	Asian	3	
2012	22	407	Industrial Arts-Vocational	Non Hispanic	Black or African American	3	
2012	22	407	Industrial Arts-Vocational	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	22	407	Industrial Arts-Vocational	Non Hispanic	Not Identified	28	
2012	22	407	Industrial Arts-Vocational	Non Hispanic	White	124	
2012	22	408	Business Office Education	Hispanic or Latino (H)	Black or African American	1	
2012	22	408	Business Office Education	Hispanic or Latino (H)	Not Identified	4	
2012	22	408	Business Office Education	Hispanic or Latino (H)	White	7	
2012	22	408	Business Office Education	Non Hispanic	American Indian or Alaskan Native	3	
2012	22	408	Business Office Education	Non Hispanic	Asian	2	
2012	22	408	Business Office Education	Non Hispanic	Black or African American	3	
2012	22	408	Business Office Education	Non Hispanic	Not Identified	14	
2012	22	408	Business Office Education	Non Hispanic	White	99	
2012	22	409	Special Needs	Hispanic or Latino (H)	Not Identified	1	
2012	22	409	Special Needs	Hispanic or Latino (H)	White	11	
2012	22	409	Special Needs	Non Hispanic	American Indian or Alaskan Native	2	
2012	22	409	Special Needs	Non Hispanic	Asian	1	
2012	22	409	Special Needs	Non Hispanic	Black or African American	1	
2012	22	409	Special Needs	Non Hispanic	Native Hawaiian or other Pacific Islander	1	
2012	22	409	Special Needs	Non Hispanic	Not Identified	4	
2012	22	409	Special Needs	Non Hispanic	White	42	
2012	22	410	Trades & Industrial Education	Hispanic or Latino (H)	Not Identified	1	
2012	22	410	Trades & Industrial Education	Hispanic or Latino (H)	White	30	
2012	22	410	Trades & Industrial Education	Non Hispanic	American Indian or Alaskan Native	11	
2012	22	410	Trades & Industrial Education	Non Hispanic	Asian	3	
2012	22	410	Trades & Industrial Education	Non Hispanic	Black or African American	7	
2012	22	410	Trades & Industrial Education	Non Hispanic	Not Identified	25	
2012	22	410	Trades & Industrial Education	Non Hispanic	White	225	
2012	22	411	Other	Hispanic or Latino (H)	White	21	
2012	22	411	Other	Non Hispanic	American Indian or Alaskan Native	5	
2012	22	411	Other	Non Hispanic	Black or African American	3	
2012	22	411	Other	Non Hispanic	Not Identified	19	
2012	22	411	Other	Non Hispanic	White	103	

## Arizona Position Counts by Ethnicity/Race

Fiscal Year	Class ID	Position Code	Position Description	Ethnicity	Race	State Count	Classification
2012	22	412	Adult Vocational Teacher	Hispanic or Latino (H)	Not Identified	2	
2012	22	500	Adult Basic Education	Hispanic or Latino (H)	Not Identified	1	
2012	22	500	Adult Basic Education	Hispanic or Latino (H)	White	5	
2012	22	500	Adult Basic Education	Non Hispanic	American Indian or Alaskan Native	1	
2012	22	500	Adult Basic Education	Non Hispanic	Asian	1	
2012	22	500	Adult Basic Education	Non Hispanic	Not Identified	3	
2012	22	500	Adult Basic Education	Non Hispanic	White	14	
2012	22	502	English As Second Language	Hispanic or Latino (H)	Not Identified	2	
2012	22	502	English As Second Language	Hispanic or Latino (H)	White	9	
2012	22	502	English As Second Language	Non Hispanic	Asian	2	
2012	22	502	English As Second Language	Non Hispanic	Black or African American	1	
2012	22	502	English As Second Language	Non Hispanic	Not Identified	10	
2012	22	502	English As Second Language	Non Hispanic	White	45	
2012	22	503	General Education Development	Hispanic or Latino (H)	White	1	
2012	22	503	General Education Development	Non Hispanic	American Indian or Alaskan Native	1	
2012	22	503	General Education Development	Non Hispanic	Not Identified	4	
2012	22	503	General Education Development	Non Hispanic	White	4	
Total						121,624	



**California Teachers and Administrators by Ethnicity  
2011**

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Level	Code	American Indian or Alaska Native		Asian Not Hispanic		Pacific Islander Not Hispanic		Filipino Not Hispanic		African American Not Hispanic		White Not Hispanic		Two or More Races Not Hispanic		Total
		Hispanic	Not Hispanic	Hispanic	Not Hispanic	Hispanic	Not Hispanic	Hispanic	Not Hispanic	Hispanic	Not Hispanic	Hispanic	Not Hispanic	Hispanic	Not Hispanic	
State	Teachers	49,570	1,651	14,036	847	3,995	11,513	192,729	3,420	9,208	286,969					
State	Administrators	4,942	143	906	50	208	1,904	16,391	291	699	25,534					
State	Pupil Services	4,700	126	1,236	92	680	1,460	17,224	273	1,168	26,959					

New Mexico  
Number of Personnel by Assignment, Ethnicity & Gender  
 2009-2010 Oct 01, 2009 (400)

		American Indian/Alaskan Native			Asian/Pacific Islander			Black (not of Hispanic origin)			Caucasian/White (not of Hispanic origin)			Hispanic			Native Hawaiian or Other Pacific Islander			Assignment Totals	
		Female	Male	American Indian/Alaskan Native	Female	Male	Asian/Pacific Islander	Female	Male	Black (not of Hispanic origin)	Female	Male	Caucasian/White (not of Hispanic origin)	Female	Male	Hispanic	Female	Male	Native Hawaiian or Other Pacific Islander		
Administrator	Assistant Area Deputy of Associate Superintendent					1		1	1		1	18	13		31	9	14	23		56	
	Athletic Director								1	1	2	12		14	1	6	7		22		
	Director of Instruction	1			1	1		1	1		1	19	5		24	9	5	14		41	
	Director of Personnel										8	7		15	3	8	11		26		
	Superintendent	1	1		2			1		1	19	42		61	9	20	29		93		
	Administrator	2	1		3	1	1		2	3	1	4	66	79	145	31	53	84		238	
Educational Assistant	Instructional: Not providing instructional duties in a Title I Part A program	145	11		156	5	1		6	6	3	9	452	40	492	580	28	608	1	1	1,272
	Instructional: Providing instructional duties in a Title I Part A program	68	12		80	4			4	17	4	21	387	23	410	676	20	696		1,211	
	Library/Media: Not providing instructional duties in a Title I Part A program	8	1		9	2			2	1		1	130	4	134	126	1	127		273	
	Library/Media: Providing instructional duties in a Title I Part A program	6			6		1		1			67			67	63	5	68		142	
	Other: Not providing instructional duties in a Title I Part A program	36	5		41	2			2	2	1	3	48	5	53	84	10	94		193	
	Other: Providing instructional duties in a Title I Part A program	11	5		16	3			3	5	3	8	97	4	101	173	14	187		315	
	SpEd Instructional Assistant ages 3-5: NOT providing instructional duties in a Title I Part A pgm	5			5				1		1	50			50	60	1	61		117	
	SpEd Instructional Assistant ages 3-5: Providing instructional duties in a Title I Part A pgm	8			8	1			1	5	1	6	38	1	39	101	1	102		156	
	SpEd Instructional Assistant ages 6-21: NOT providing instructional duties in a Title I Part A pgm	125	16		141	7	1		8	25	5	30	621	75	696	579	66	645		1,520	
	SpEd Instructional Assistant ages 6-21: Providing instructional duties in a Title I Part A pgm	35	4		39	20	1		21	23	12	35	448	63	511	620	56	676		1,282	
	Educational Assistant	447	54		501	44	4		48	85	29	114	2,338	215	2,553	3,062	202	3,264	1	1	6,481
	Healthcare	Healthcare Assistant	44	1		45				3		3	111	3	114	136	5	141			303
	Nurse (LPN)	1			1							13	1	14	8		8			23	
	Nurse (RN)	9			9	6			6	1	1	362	10	372	80	3	83			471	
	Special Education Healthcare Asst.											1		1	4		4			5	
	Healthcare	54	1		55	6			6	4	4	487	14	501	228	8	236			802	
Media Specialist	Elementary Media											12	1	13	1		1			14	
	Junior/Mid High Media											4	1	5						5	
	Secondary Media											1	2	3	2		2			5	
	Media Specialist											17	4	21	3		3			24	
Non-Certified Personnel	Administrative Support Staff	127	14		141	10	5		15	14	10	24	632	169	801	812	158	970		1,951	
	All other Support Staff	465	362		827	39	21		60	41	80	121	1,329	924	2,253	2,525	2,436	4,961	1	1	8,223
	School Administrative Staff	129	3		132	7	1		8	19	3	22	683	47	730	964	69	1,033	2	2	1,927
	Supervisors or Directors of: Business/ Data Processing/ Facilities/ Food Service/ Transportation	8	7		15	5			5	6	7	13	160	123	283	193	115	308			624
	Non-Certified Personnel	729	386		1,115	61	27		88	80	100	180	2,804	1,263	4,067	4,494	2,778	7,272	3	3	12,725
Other Personnel	Academic Instructional Coach	20	4		24	3			3	2		2	233	42	275	94	20	114			418
	Athletic Coach	9	15		24		1		1	1	2	3	35	56	91	20	57	77			196

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New Mexico  
Number of Personnel by Assignment, Ethnicity & Gender  
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		American Indian/Alaskan Native		Asian/Pacific Islander			Black (not of Hispanic origin)		Caucasian/White (not of Hispanic origin)			Hispanic			Native Hawaiian or Other Pacific Islander			Assignment Totals		
		Female	Male	American Indian/Alaskan Native	Female	Male	Asian/Pacific Islander	Female	Male	Black (not of Hispanic origin)	Female	Male	Caucasian/White (not of Hispanic origin)	Female	Male	Hispanic	Female		Male	Native Hawaiian or Other Pacific Islander
Other Personnel	Athletic Trainer		1		1						5	4		9		4		4		14
	Business Official	1			1						26	15		41	33	11		44		86
	Dean of Students	1			1						11	8		19	4	6		10		30
	In School Suspension		1		1			2	2	3	4		7		1	1				11
	Music Therapist							1	1		1		1							2
	Native American language & Culture Instructor	47	11		58															58
	Related Service Provider Acting as Caseload Teacher	1			1			1		1	40	6		46	10	1		11		59
	Resource Coordinator	13			13	1	4		5	3	3	194	41		235	78	23		101	357
	ROTC Instructor	1	1		2				4	4	4	41		45		20		20		71
	Social Worker General Education	1			1						26	3		29	20	9		29		59
	Technology Coordinator										4	6		10	1	4		5		15
	Testing Coordinator										3	1		4	3			3		7
	Other Personnel	94	33		127	4	5		9	7	9	16	584	228	812	263	156	419		1,383
Principal	Assistant Principal Elementary	1			1				2		2	31	7		38	24	14		38	79
	Assistant Principal Jr./Mid High	3			3				2	1	3	33	20		53	13	18		31	90
	Assistant Principal Secondary	2	1		3	1		1	1	5	6	49	50		99	26	34		60	169
	Principal Elementary	11	1		12				8	2	10	167	79		246	96	66		162	430
	Principal Jr./Mid High	4			4				1		1	54	37		91	21	19		40	136
	Principal Secondary	4	3		7	2		2	2	3	5	49	64		113	26	28		54	181
	Principal	25	5		30	3		3	16	11	27	383	257		640	206	179		385	1,085
	Audiologist					2		2				22	4		26	1	2		3	31
	Audiologist for special education 3-5 years olds										1				1					1
Related Service Personnel	Certified Occupational Therapy Assistant (COTA)				1		1				30	6		36	22	7		29		66
	Certified Occupational Therapy Assistant (COTA) for special education 3-5 year olds										2			2	1	1		2		4
	Diagnostician	1			1	1		1		1	185	32		217	76	10		86		306
	Diagnostician for special education 3-5 year olds	1			1						4			4	5			5		10
	Interpreter for the Deaf	2			2		1	1	1		1	28	3		31	7	2		9	44
	Medical/Nursing Services Provided										4			4						4
	Occupational Therapist					1		1	2		2	168	14		182	31	4		35	220
	Occupational Therapist for special education 3-5 year olds										11			11	1			1		12
	Orientation and Mobility Trainer					1		1			15	5		20						21
	Orientation and Mobility Trainer for special education 3-5 year olds										1			1						1
	Physical Therapist					3	3		6		71	16		87	11	5		16		109
	Physical Therapist for special education 3-5 year olds										3			3	1			1		4
	Physical Therapy Assistant	1			1						12	2		14	5	1		6		21
	Recreation and Therapeutic Recreation Specialist										11	4		15						15
	Rehabilitation Counselor	2			2				1		1	25	7		32	8	3		11	46
	School Psychologist	3			3	1		1		1	1	61	41		102	22	15		37	144
	Social Worker	10	2		12		1	1	7	2	9	178	30		208	112	25		137	367
Social Worker for special education 3-5 year olds										1			1	2			2		3	

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		Female	Male	American Indian/Alaskan Native	Female	Male	Asian/Pacific Islander	Female	Male	Black (not of Hispanic origin)	Female	Male	Caucasian/White (not of Hispanic origin)	Female	Male		Hispanic	Female	Male	Native Hawaiian or Other Pacific Islander	
Related Services Personnel	Speech/Language Apprentices	1			1		1	3		3	28	2		30	18		10			53	
	Speech/Language Apprentices for special education 3-5 year olds									1			1	2		2				3	
	Speech/Language Pathologist	11	1		12	5		5	2		2	409	25		434	136	6	142		595	
	Speech/Language Pathologist for special education 3-5 year olds	1			1						41	2		43	6		6			50	
	Related Service Personnel	33	3		36	14	7	21	16	4	20	1,312	193		1,505	467	81	548		2,130	
School Counselor	Counseling Coordinator		1		1						5			5		1	1			7	
	Drug/Alcohol Abuse Coordinator	5	1		6						10	5		15	7	3	10			31	
	Elementary School Counselor	8			8		1	1	3	1	4	153	29		182	90	19	109		304	
	Junior/Mid High School Counselor	2	3		5	2		2	2	2	4	80	32		112	45	10	55		178	
	Secondary School Counselor	15	1		16	1		1	3	3	6	124	51		175	89	32	121		319	
Supervisor	School Counselor	30	6		36	3	1	4	8	6	14	372	117		489	231	65	296		839	
	Activities Supervisor										1	1		2	1		1			3	
	Art Supervisor										1	1		2		1	1			3	
	Attendance Officer Supervisor	1			1							1		1	1		1			3	
	Bilingual Education Supervisor											1		1	6	1	7			8	
	Career Education Supervisor							1			1	1	3	4	4	1	5			10	
	Curriculum Supervisor							1			1	13	2	15	2		2			18	
	District Library/Media Coordinator/Supervisor										4	1		5	1		1			6	
	Elementary Supervisor										5			5	3	1	4			9	
	Federal Projects Supervisor	1	1		2						8	2		10	6	1	7			19	
	Health Services Supervisor	1			1						2			2	2		2			5	
	Indian Education Supervisor	3	1		4															4	
	Instructional Resources Supervisor							1			1	12	8		20	9	5	14		35	
	Junior/Mid High Supervisor											1			1		1	1		2	
	Language Arts Supervisor												3		3	1		1		4	
	Mathematics Supervisor										3	2		5	1		1			6	
	Multi-cultural Supervisor					1	1		2	1		1		1	2	1	3			7	
	Music Supervisor										6	2		8		1	1			9	
	Physical Education Supervisor					1		1					3	3	2	7	9			13	
	Reading Supervisor											3		3	6		6			9	
	Research/Evaluation Supervisor												1		1					1	
	Science Supervisor										1	1		2						2	
	Secondary Supervisor										2	5		7	1		1			8	
	Social Studies Supervisor										1	1		2						2	
	Special Education Supervisor	1			1	1	1		2	2		2	40	8	48	14	6	20		73	
	Special Services Supervisor										7	3		10	2		2			12	
	Supervisor		7	2		9	3	2	5	6		6	112	49	161	64	26	90		271	
	Teacher	Computer Lab Instructor		1		1						5			5	3	3	6			12
		Corrections Facility Teacher											3		3		1	1			4
		Elementary Bilingual Teacher	25	3		28			1		1	51	12		63	561	63	624			716

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Teacher	Elementary Librarian	2			2	1		1	1	1	87	5		92	28	1	29			125	
	Elementary Teacher	209	28		237	50	8	58	59	15	74	4,286	624	4,910	1,996	389	2,385	2		2	7,666
	General Special Education Teacher	46	12		58	60	12	72	30	27	57	1,923	559	2,482	639	258	897	5		5	3,571
	Gifted Teacher (Only use this code if the teacher is not certified for Special Education)	3	1		4	2		2	2	2	268	57		325	43	13	56				389
	Head Teacher	1			1						6			6	7	2	9				16
	Home School/Family School Teacher										4	2		6		1	1				7
	Homebound Instructor (Regular Education)										1	1		2							2
	Junior High/Middle School Teacher	58	24		82	27	10	37	24	11	35	1,538	709	2,247	623	321	944		1	1	3,346
	Junior/Mid High Librarian					2		2				52	6	58	9	1	10				70
	Kindergarten Teacher	46			46	7	2	9	11	1	12	714	20	734	457	21	478				1,279
	Preschool Teacher	5			5	2		2	1		1	52		52	55	2	57				117
	Secondary Librarian	1			1							53	10	63	10	1	11				75
	Secondary Teacher	56	46		102	54	35	89	37	47	84	2,003	1,653	3,656	686	662	1,348	3	2	5	5,284
	Special Education - Alternative/Family School Teacher											2	2		4	1	3	4			8
	Special Education Preschool Teacher	12			12	2	1	3	3		3	195	6	201	75	6	81				300
	Special Education-Adapted Physical Education Teacher (K-12)					1		1	1	1	2	5			5	1	2	3			11
	Teacher	464	115		579	208	68	276	167	105	272	11,245	3,669	14,914	5,194	1,750	6,944	10	3	13	22,998
Totals	1,885	606		2,491	347	115	462	392	265	657	19,720	6,088	25,808	14,243	5,298	19,541	14	3	17	48,976	

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## Texas School Personnel by Ethnicity

Title	race	FTE COUNT	HEAD COUNT
ASSISTANT PRINCIPAL	American Indian or Alaska Nat	44.2671	47
ASST/ASSOC/DEPUTY SUPERINTEND.	American Indian or Alaska Nat	5	5
ATHLETIC DIRECTOR	American Indian or Alaska Nat	3.5	4
DEPARTMENT HEAD	American Indian or Alaska Nat	3.5391	10
DIR -PERSONNEL/HUMAN RESOURCES	American Indian or Alaska Nat	3	3
DIST INSTR PGM DIR OR EXC DIR	American Indian or Alaska Nat	12.3738	13
PRINCIPAL	American Indian or Alaska Nat	34	34
SUPERINTENDENT/CAO/CEO/PRESNT	American Indian or Alaska Nat	4.2738	5
ATHLETIC TRAINER	American Indian or Alaska Nat	1.6816	4
AUXILIARY	American Indian or Alaska Nat	789.2419	873
BUSINESS MANAGER	American Indian or Alaska Nat	3	3
CERTIFIED INTERPRETER	American Indian or Alaska Nat	1.9893	2
COUNSELOR	American Indian or Alaska Nat	51.75	53
EDUCATIONAL AIDE	American Indian or Alaska Nat	258.8296	265
EDUCATIONAL DIAGNOSTICIAN	American Indian or Alaska Nat	16.508	17
LIBRARIAN	American Indian or Alaska Nat	14.9002	17
LSSP/PSYCHOLOGIST	American Indian or Alaska Nat	5.4947	6
OCCUPATIONAL THERAPIST	American Indian or Alaska Nat	2.4171	3
OTHER CAMP PROF PERSONNEL	American Indian or Alaska Nat	14.9214	16
OTHR NON-INSTR DISTRICT	American Indian or Alaska Nat	51.1598	53
PHYSICAL THERAPIST	American Indian or Alaska Nat	0.385	1
REGISTRAR	American Indian or Alaska Nat	0.9893	1
SCHOOL NURSE	American Indian or Alaska Nat	17.9465	18
SOCIAL WORKER	American Indian or Alaska Nat	2	2
SPEECH THRPT/SPEECH-LANG PATH	American Indian or Alaska Nat	13.9092	14
WORK-BASED LEARNING SITE COOR	American Indian or Alaska Nat	0.342	2
TEACHER	American Indian or Alaska Nat	1310.7013	1,331
TEACHER FACILITATOR	American Indian or Alaska Nat	19.0185	20
TEACHER SUPERVISOR	American Indian or Alaska Nat	6	6
TRUANT OFF/VISIT TEACHER	American Indian or Alaska Nat	1	1
ASSISTANT PRINCIPAL	Asian	59.3131	64
ASST/ASSOC/DEPUTY SUPERINTEND.	Asian	4	4
ATHLETIC DIRECTOR	Asian	1	1
COORDINATOR/MANAGER/SUPERVISOR	Asian	1	1
DEPARTMENT HEAD	Asian	7.5713	12
DIST INSTR PGM DIR OR EXC DIR	Asian	16.4059	18
PRINCIPAL	Asian	38.0413	41
SUPERINTENDENT/CAO/CEO/PRESNT	Asian	8	9
ATHLETIC TRAINER	Asian	3.6639	4
AUXILIARY	Asian	2961.2274	3,325
BUSINESS MANAGER	Asian	11	11
CERTIFIED INTERPRETER	Asian	1.5198	2

## Texas School Personnel by Ethnicity

Title	race	FTE COUNT	HEAD COUNT
COUNSELOR	Asian	51.0766	52
EDUCATIONAL AIDE	Asian	628.3605	650
EDUCATIONAL DIAGNOSTICIAN	Asian	26.2892	27
LIBRARIAN	Asian	24.6784	25
LSSP/PSYCHOLOGIST	Asian	27.5001	28
MUSIC THERAPIST	Asian	3	3
OCCUPATIONAL THERAPIST	Asian	13.9895	14
ORIENTATN/MOBILITY SPEC (COMS)	Asian	1.9999	2
OTHER CAMP PROF PERSONNEL	Asian	75.1844	85
OTHER ESC PROFESSIONAL PERSONN	Asian	3	3
OTHR NON-INSTR DISTRICT	Asian	279.8607	287
PHYSICAL THERAPIST	Asian	10.1325	12
PSYCHOLOGICAL ASSOCIATE	Asian	3	3
REGISTRAR	Asian	5	5
SCHOOL NURSE	Asian	60.4115	63
SOCIAL WORKER	Asian	4	4
SPEECH THRST/SPEECH-LANG PATH	Asian	45.2705	49
WORK-BASED LEARNING SITE COOR	Asian	0.7069	2
SUBSTITUTE TEACHER	Asian	9.5505	10
TEACHER	Asian	4271.9279	4,337
TEACHER FACILITATOR	Asian	43.0239	48
TEACHER SUPERVISOR	Asian	15.5835	17
TRUANT OFF/VISIT TEACHER	Asian	1	1
ASSISTANT PRINCIPAL	Black or African American	1435.9885	1,476
ASST/ASSOC/DEPUTY SUPERINTEND.	Black or African American	87.1944	89
ATHLETIC DIRECTOR	Black or African American	44.7319	60
COORDINATOR/MANAGER/SUPERVISOR	Black or African American	1	1
DEPARTMENT HEAD	Black or African American	69.3992	112
DIR -PERSONNEL/HUMAN RESOURCES	Black or African American	39.2353	40
DIST INSTR PGM DIR OR EXC DIR	Black or African American	176.7856	178
PRINCIPAL	Black or African American	872.2084	892
SUPERINTENDENT/CAO/CEO/PRESNT	Black or African American	69.342	74
ART THERAPIST	Black or African American	0.1527	2
ATHLETIC TRAINER	Black or African American	37.0525	51
AUDIOLOGIST	Black or African American	4.5	5
AUXILIARY	Black or African American	22778.5117	25,570
BUSINESS MANAGER	Black or African American	33.0507	35
CERTIFIED INTERPRETER	Black or African American	22.4437	23
CORRECTIVE THERAPIST	Black or African American	4.9999	5
COUNSELOR	Black or African American	1435.5607	1,498
EDUCATIONAL AIDE	Black or African American	8694.5175	8,903
EDUCATIONAL DIAGNOSTICIAN	Black or African American	343.8652	350

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Title	race	FTE COUNT	HEAD COUNT
LIBRARIAN	Black or African American	214.3097	225
LSSP/PSYCHOLOGIST	Black or African American	104.9395	107
MUSIC THERAPIST	Black or African American	1	1
OCCUPATIONAL THERAPIST	Black or African American	21.2277	23
ORIENTATN/MOBILITY SPEC (COMS)	Black or African American	4.2871	5
OTHER CAMP PROF PERSONNEL	Black or African American	933.6314	1,023
OTHER ESC PROFESSIONAL PERSONN	Black or African American	3	3
OTHR NON-INSTR DISTRICT	Black or African American	1977.0733	2,060
PHYSICAL THERAPIST	Black or African American	7.0003	7
PSYCHOLOGICAL ASSOCIATE	Black or African American	5.861	6
RECREATIONAL THERAPIST	Black or African American	2	2
REGISTRAR	Black or African American	49.0251	52
SCHOOL NURSE	Black or African American	575.143	586
SOCIAL WORKER	Black or African American	122.8594	125
SPECIALIST/CONSULTANT	Black or African American		1
SPEECH THRPSST/SPEECH-LANG PATH	Black or African American	286.8255	300
TAX ASSESSOR AND/OR COLLECTOR	Black or African American	2	2
WORK-BASED LEARNING SITE COOR	Black or African American	1.3343	7
SUBSTITUTE TEACHER	Black or African American	54.9804	64
TEACHER	Black or African American	29842.9835	30,249
TEACHER APPRAISER	Black or African American	1	2
TEACHER FACILITATOR	Black or African American	539.677	569
TEACHER SUPERVISOR	Black or African American	250.3581	266
TRUANT OFF/VISIT TEACHER	Black or African American	65.4703	67
ASSISTANT PRINCIPAL	Hispanic/Latino	2395.8844	2,465
ASST/ASSOC/DEPUTY SUPERINTEND.	Hispanic/Latino	184.3894	184
ATHLETIC DIRECTOR	Hispanic/Latino	56.0457	79
COORDINATOR/MANAGER/SUPERVISOR	Hispanic/Latino	5	5
DEPARTMENT HEAD	Hispanic/Latino	199.4653	616
DIR -PERSONNEL/HUMAN RESOURCES	Hispanic/Latino	86.4105	85
DIST INSTR PGM DIR OR EXC DIR	Hispanic/Latino	612.7414	628
PRINCIPAL	Hispanic/Latino	1702.2455	1,742
SUPERINTENDENT/CAO/CEO/PRESNT	Hispanic/Latino	106.7851	111
ART THERAPIST	Hispanic/Latino	3.464	6
ATHLETIC TRAINER	Hispanic/Latino	136.3099	160
AUDIOLOGIST	Hispanic/Latino	9.36	10
AUXILIARY	Hispanic/Latino	85044.6746	92,326
BUSINESS MANAGER	Hispanic/Latino	96.1897	98
CERTIFIED INTERPRETER	Hispanic/Latino	65.9288	67
CORRECTIVE THERAPIST	Hispanic/Latino	1.125	2
COUNSELOR	Hispanic/Latino	2826.569	2,908
EDUCATIONAL AIDE	Hispanic/Latino	23569.358	24,142



## Texas School Personnel by Ethnicity

Title	race	FTE COUNT	HEAD COUNT
EDUCATIONAL DIAGNOSTICIAN	Hispanic/Latino	675.5705	691
LIBRARIAN	Hispanic/Latino	829.6848	856
LSSP/PSYCHOLOGIST	Hispanic/Latino	279.518	289
MUSIC THERAPIST	Hispanic/Latino	1.9785	2
OCCUPATIONAL THERAPIST	Hispanic/Latino	73.3374	79
ORIENTATN/MOBILITY SPEC (COMS)	Hispanic/Latino	7.3692	8
OTHER CAMP PROF PERSONNEL	Hispanic/Latino	1582.4559	1,743
OTHER ESC PROFESSIONAL PERSONN	Hispanic/Latino	13	13
OTHR NON-INSTR DISTRICT	Hispanic/Latino	3943.2206	4,029
PHYSICAL THERAPIST	Hispanic/Latino	32.7582	35
PSYCHOLOGICAL ASSOCIATE	Hispanic/Latino	9	10
RECREATIONAL THERAPIST	Hispanic/Latino	1.8716	3
REGISTRAR	Hispanic/Latino	109.1805	112
SCHOOL NURSE	Hispanic/Latino	1195.237	1,214
SOCIAL WORKER	Hispanic/Latino	294.1165	303
SPECIALIST/CONSULTANT	Hispanic/Latino	8.5	9
SPEECH THRST/SPEECH-LANG PATH	Hispanic/Latino	690.9217	713
TAX ASSESSOR AND/OR COLLECTOR	Hispanic/Latino	19	19
WORK-BASED LEARNING SITE COOR	Hispanic/Latino	7.6401	31
SUBSTITUTE TEACHER	Hispanic/Latino	115.8565	142
TEACHER	Hispanic/Latino	79027.6609	80,081
TEACHER APPRAISER	Hispanic/Latino	1.7619	3
TEACHER FACILITATOR	Hispanic/Latino	923.8038	1,023
TEACHER SUPERVISOR	Hispanic/Latino	336.1195	380
TRUANT OFF/VISIT TEACHER	Hispanic/Latino	156.0367	160
ASSISTANT PRINCIPAL	Native Hawaiian/Other Pacific	11	11
DEPARTMENT HEAD	Native Hawaiian/Other Pacific	0.5224	2
PRINCIPAL	Native Hawaiian/Other Pacific	1	1
AUDIOLOGIST	Native Hawaiian/Other Pacific	1	1
AUXILIARY	Native Hawaiian/Other Pacific	279.7257	303
CERTIFIED INTERPRETER	Native Hawaiian/Other Pacific	2	2
COUNSELOR	Native Hawaiian/Other Pacific	3	3
EDUCATIONAL AIDE	Native Hawaiian/Other Pacific	68.9984	71
EDUCATIONAL DIAGNOSTICIAN	Native Hawaiian/Other Pacific	1	1
LIBRARIAN	Native Hawaiian/Other Pacific	2	2
LSSP/PSYCHOLOGIST	Native Hawaiian/Other Pacific	5	5
OTHER CAMP PROF PERSONNEL	Native Hawaiian/Other Pacific	4	4
OTHR NON-INSTR DISTRICT	Native Hawaiian/Other Pacific	10	11
SCHOOL NURSE	Native Hawaiian/Other Pacific	4	4
SPEECH THRST/SPEECH-LANG PATH	Native Hawaiian/Other Pacific	3.738	4
TEACHER	Native Hawaiian/Other Pacific	255.5749	258
TEACHER FACILITATOR	Native Hawaiian/Other Pacific	3	3

## Texas School Personnel by Ethnicity

Title	race	FTE COUNT	HEAD COUNT
ASSISTANT PRINCIPAL	Two or more races	122.9853	129
ASST/ASSOC/DEPUTY SUPERINTEND.	Two or more races	7	7
ATHLETIC DIRECTOR	Two or more races	8.9429	12
DEPARTMENT HEAD	Two or more races	8.6636	23
DIR -PERSONNEL/HUMAN RESOURCES	Two or more races	5	5
DIST INSTR PGM DIR OR EXC DIR	Two or more races	24.5	25
PRINCIPAL	Two or more races	83.4782	89
SUPERINTENDENT/CAO/CEO/PRESNT	Two or more races	18	18
ATHLETIC TRAINER	Two or more races	6.9178	9
AUDIOLOGIST	Two or more races	1	1
AUXILIARY	Two or more races	1433.4932	1,572
BUSINESS MANAGER	Two or more races	11	11
CERTIFIED INTERPRETER	Two or more races	5.984	6
COUNSELOR	Two or more races	125.8951	131
EDUCATIONAL AIDE	Two or more races	585.5818	602
EDUCATIONAL DIAGNOSTICIAN	Two or more races	34.1412	35
LIBRARIAN	Two or more races	62.6536	65
LSSP/PSYCHOLOGIST	Two or more races	19.7117	22
MUSIC THERAPIST	Two or more races	1.5	2
OCCUPATIONAL THERAPIST	Two or more races	5.9999	6
ORIENTATN/MOBILITY SPEC (COMS)	Two or more races	2.0002	2
OTHER CAMP PROF PERSONNEL	Two or more races	67.996	76
OTHER ESC PROFESSIONAL PERSONN	Two or more races	3	3
OTHR NON-INSTR DISTRICT	Two or more races	221.7886	224
PHYSICAL THERAPIST	Two or more races	2.0001	2
REGISTRAR	Two or more races	6	6
SCHOOL NURSE	Two or more races	75.5416	78
SOCIAL WORKER	Two or more races	6	6
SPECIALIST/CONSULTANT	Two or more races		1
SPEECH THRPT/SPEECH-LANG PATH	Two or more races	34.2498	36
WORK-BASED LEARNING SITE COOR	Two or more races	0.49	2
SUBSTITUTE TEACHER	Two or more races	1.8075	2
TEACHER	Two or more races	3806.2844	3,862
TEACHER APPRAISER	Two or more races	0.6053	2
TEACHER FACILITATOR	Two or more races	55.2234	62
TEACHER SUPERVISOR	Two or more races	15.25	17
TRUANT OFF/VISIT TEACHER	Two or more races	1.0741	2
ASSISTANT PRINCIPAL	White	5021.014	5,239
ASST/ASSOC/DEPUTY EXEC DIRECTR	White	1	1
ASST/ASSOC/DEPUTY SUPERINTEND.	White	692.8342	705
ATHLETIC DIRECTOR	White	403.9991	655
COMPONENT/DEPARTMENT DIRECTOR	White	7	7

## Texas School Personnel by Ethnicity

Title	race	FTE COUNT	HEAD COUNT
COORDINATOR/MANAGER/SUPERVISOR	White	15.4651	20
DEPARTMENT HEAD	White	490.5232	1,270
DIR -PERSONNEL/HUMAN RESOURCES	White	176.0011	183
DIST INSTR PGM DIR OR EXC DIR	White	1958.9057	2,067
PRINCIPAL	White	4909.5543	5,137
SUPERINTENDENT/CAO/CEO/PRESNT	White	884.9392	944
ART THERAPIST	White	2.65	20
ATHLETIC TRAINER	White	449.1126	637
AUDIOLOGIST	White	57.6127	62
AUXILIARY	White	60048.114	65,558
BUSINESS MANAGER	White	588.3381	600
CERTIFIED INTERPRETER	White	209.143	213
CORRECTIVE THERAPIST	White	19.6915	24
COUNSELOR	White	6312.3346	6,728
EDUCATIONAL AIDE	White	24244.3389	24,953
EDUCATIONAL DIAGNOSTICIAN	White	2626.9272	2,739
FIELD SERVICE AGENT	White	1.4999	5
LIBRARIAN	White	3595.7455	3,894
LSSP/PSYCHOLOGIST	White	1005.3425	1,055
MUSIC THERAPIST	White	29.5929	32
OCCUPATIONAL THERAPIST	White	439.8817	473
ORIENTATN/MOBILITY SPEC (COMS)	White	75.964	86
OTHER CAMP PROF PERSONNEL	White	3166.0952	3,554
OTHER ESC PROFESSIONAL PERSONN	White	29	29
OTHR NON-INSTR DISTRICT	White	7787.0249	8,095
PHYSICAL THERAPIST	White	203.0118	228
PHYSICIAN	White	1	1
PSYCHOLOGICAL ASSOCIATE	White	61.1944	66
RECREATIONAL THERAPIST	White	5.7217	6
REGISTRAR	White	221.6426	234
SCHOOL NURSE	White	3980.8045	4,105
SOCIAL WORKER	White	207.3177	216
SPECIALIST/CONSULTANT	White	35.3555	43
SPEECH THRPTST/SPEECH-LANG PATH	White	2786.1533	2,971
TAX ASSESSOR AND/OR COLLECTOR	White	41	43
WORK-BASED LEARNING SITE COOR	White	53.4364	210
SUBSTITUTE TEACHER	White	168.448	259
TEACHER	White	205378.0505	209,235
TEACHER APPRAISER	White	7.4312	15
TEACHER FACILITATOR	White	2916.2454	3,227
TEACHER SUPERVISOR	White	910.7825	998
TRUANT OFF/VISIT TEACHER	White	133.7828	146

PRIVILEGED AND CONFIDENTIAL  
Prepared at the Request of Counsel

PRELIMINARY  
October 15, 2012

### Analysis of the Racial/Ethnic Composition of TUSD Teachers

#### Availability Rates Derived From US DOE NCES 2010 Integrated Post Secondary Education Data System (2010 Bachelor's, Master's and Doctor's Education Graduates)<sup>1</sup>

##### Hispanic v. All Others

Geographic Area	Hispanic Availability Rate	Total Number of TUSD Teachers	Expected Number of TUSD Hispanic Teachers	Actual Number of TUSD Hispanic Teachers	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Arizona	15.83%	2,936	464.8	741	276.2	14.0 *
AZ, CA, NM, TX	22.87%	2,936	671.3	741	69.7	3.1 *
Surrounding states <sup>2</sup>	22.25%	2,936	653.4	741	87.6	3.9 *
48 states	6.76%	2,936	198.4	741	542.6	39.9 *

##### Black v. All Others

Geographic Area	Black Availability Rate	Total Number of TUSD Teachers	Expected Number of TUSD Black Teachers	Actual Number of TUSD Black Teachers	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Arizona	6.26%	2,936	183.8	86	-97.8	-7.4 *
AZ, CA, NM, TX	10.00%	2,936	293.7	86	-207.7	-12.8 *
Surrounding states <sup>2</sup>	7.78%	2,936	228.3	86	-142.3	-9.8 *
48 states	9.62%	2,936	282.6	86	-196.6	-12.3 *

<sup>1</sup>Excludes University of Phoenix - Online Campus.

<sup>2</sup>California, Nevada, Utah, Colorado, New Mexico and Texas

\* Statistically Significant.

binomial analyses: education degrees awarded by race ethnicity 2010

Region	State	Institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Arizona	Arizona	American Indian College of the Assemblies of God Inc	First major	Education	'13'	Bachelor's degree	2	2	0	2	0	0	0
Arizona	Arizona	Arizona State University	First major	Education	'13'	Bachelor's degree	963	912	27	24	18	192	651
Arizona	Arizona	Arizona State University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	77	60	0	3	5	8	44
Arizona	Arizona	Arizona State University	First major	Education	'13'	Master's degree	1110	1032	30	36	33	144	789
Arizona	Arizona	Arizona State University	Second major	Education	'13'	Bachelor's degree	32	32	0	1	32	1	6
Arizona	Arizona	University of Arizona	First major	Education	'13'	Bachelor's degree	356	337	9	10	11	76	231
Arizona	Arizona	University of Arizona	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	64	41	1	2	1	6	31
Arizona	Arizona	University of Arizona	First major	Education	'13'	Master's degree	199	179	9	2	6	29	133
Arizona	Arizona	University of Arizona	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Arizona	Arizona	Grand Canyon University	First major	Education	'13'	Bachelor's degree	161	45	0	0	5	2	38
Arizona	Arizona	Grand Canyon University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	0	0	0	0	0	0	0
Arizona	Arizona	Grand Canyon University	First major	Education	'13'	Master's degree	3952	655	12	0	154	79	410
Arizona	Arizona	Grand Canyon University	Second major	Education	'13'	Bachelor's degree	2	1	0	0	0	0	1
Arizona	Arizona	Dine College	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Arizona	Arizona	Northern Arizona University	First major	Education	'13'	Bachelor's degree	584	571	23	10	5	112	421
Arizona	Arizona	Northern Arizona University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	21	21	0	0	0	3	18
Arizona	Arizona	Northern Arizona University	First major	Education	'13'	Master's degree	1229	1202	68	26	46	166	896
Arizona	Arizona	Northern Arizona University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Arizona	Arizona	Ottawa University-Phoenix	First major	Education	'13'	Bachelor's degree	93	78	1	0	1	16	60
Arizona	Arizona	Ottawa University-Phoenix	First major	Education	'13'	Master's degree	48	41	0	1	5	7	28
Arizona	Arizona	University of Phoenix-Phoenix-Hohokam Campus	First major	Education	'13'	Bachelor's degree	28	18	0	0	0	4	14
Arizona	Arizona	University of Phoenix-Phoenix-Hohokam Campus	First major	Education	'13'	Master's degree	216	163	2	3	16	18	124
Arizona	Arizona	Prescott College	First major	Education	'13'	Bachelor's degree	84	77	1	0	2	22	52
Arizona	Arizona	Prescott College	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	6	6	0	0	0	0	6
Arizona	Arizona	Prescott College	First major	Education	'13'	Master's degree	17	17	0	1	1	1	14
Arizona	Arizona	Prescott College	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Arizona	Arizona	Arizona Christian University	First major	Education	'13'	Bachelor's degree	15	15	0	0	1	1	13
Arizona	Arizona	University of Phoenix-Online Campus	First major	Education	'13'	Bachelor's degree	70	48	1	0	3	3	41
Arizona	Arizona	University of Phoenix-Online Campus	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	158	122	0	7	28	5	82
Arizona	Arizona	University of Phoenix-Online Campus	First major	Education	'13'	Master's degree	4696	3530	27	84	910	191	2318
Arizona	Arizona	University of Phoenix-Southern Arizona Campus	First major	Education	'13'	Bachelor's degree	10	9	0	0	0	2	7
Arizona	Arizona	University of Phoenix-Southern Arizona Campus	First major	Education	'13'	Master's degree	21	17	0	0	1	5	11
Arizona	Arizona	Argosy University-Phoenix	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	8	7	0	0	3	0	4
Arizona	Arizona	Argosy University-Phoenix	First major	Education	'13'	Master's degree	6	5	0	0	2	1	2
Arizona	Arizona	International Baptist College	First major	Education	'13'	Bachelor's degree	5	5	0	0	0	0	5
Arizona	Arizona	International Baptist College	First major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Arizona	Arizona	Northcentral University	First major	Education	'13'	Bachelor's degree	5	0	0	0	0	0	0
Arizona	Arizona	Northcentral University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	47	45	0	1	7	1	36

binomial analyses education degrees awarded by race ethnicity 2010

Region	State	Institution name	major	field	zipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Arizona	Arizona	Northcentral University	First major	Education	'13'	Master's degree	101	45	3	0	5	3	34
Arizona	Arizona	Argosy University-Phoenix Online Division	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	10	8	0	1	1	0	6
Arizona	Arizona	Argosy University-Phoenix Online Division	First major	Education	'13'	Master's degree	108	88	0	0	29	4	55
Surrounding States	California	Azusa Pacific University	First major	Education	'13'	Bachelor's degree	24	21	0	0	1	2	18
Surrounding States	California	Azusa Pacific University	First major	Education	'13'	Doctor's degree - professional practice (new degree classification)	0	0	0	0	0	0	0
Surrounding States	California	Azusa Pacific University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	22	17	0	0	3	2	12
Surrounding States	California	Azusa Pacific University	First major	Education	'13'	Master's degree	777	689	11	41	35	201	401
Surrounding States	California	Azusa Pacific University	Second major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	California	Bethany University	First major	Education	'13'	Bachelor's degree	8	8	0	0	0	0	4
Surrounding States	California	Bethany University	First major	Education	'13'	Master's degree	26	24	0	0	0	4	20
Surrounding States	California	Bethesda Christian University	First major	Education	'13'	Master's degree	6	1	0	1	0	0	0
Surrounding States	California	Biola University	First major	Education	'13'	Bachelor's degree	44	41	0	6	0	1	34
Surrounding States	California	Biola University	First major	Education	'13'	Master's degree	33	24	0	6	1	2	15
Surrounding States	California	Philips Graduate Institute	First major	Education	'13'	Master's degree	7	7	0	0	1	1	5
Surrounding States	California	California Baptist University	First major	Education	'13'	Bachelor's degree	20	19	0	1	1	3	14
Surrounding States	California	California Baptist University	First major	Education	'13'	Master's degree	79	75	1	2	3	20	49
Surrounding States	California	California Lutheran University	First major	Education	'13'	Doctor's degree - professional practice (new degree classification)	16	15	1	2	1	3	8
Surrounding States	California	California Lutheran University	First major	Education	'13'	Master's degree	120	109	0	6	0	33	70
Surrounding States	California	California Polytechnic State University-San Luis Obispo	First major	Education	'13'	Bachelor's degree	81	72	0	3	0	8	61
Surrounding States	California	California Polytechnic State University-San Luis Obispo	First major	Education	'13'	Master's degree	55	51	0	1	1	9	40
Surrounding States	California	California Polytechnic State University-San Luis Obispo	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	California	Alliant International University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	30	19	0	3	3	2	11
Surrounding States	California	Alliant International University	First major	Education	'13'	Master's degree	83	69	0	6	2	6	55
Surrounding States	California	Bakersfield	First major	Education	'13'	Bachelor's degree	71	61	0	2	3	35	21
Surrounding States	California	California State University-Bakersfield	First major	Education	'13'	Master's degree	131	106	3	2	7	31	63
Surrounding States	California	California State University-Bakersfield	Second major	Education	'13'	Bachelor's degree	2	2	0	0	0	2	0
Surrounding States	California	California State University-Bakersfield	First major	Education	'13'	Bachelor's degree	32	21	0	3	1	6	11
Surrounding States	California	Stanislaus	First major	Education	'13'	Master's degree	42	32	0	3	3	3	23
Surrounding States	California	Stanislaus	First major	Education	'13'	Bachelor's degree	14	12	0	0	2	3	7
Surrounding States	California	California State University-San Bernardino	First major	Education	'13'	Master's degree	340	296	1	19	31	109	136
Surrounding States	California	California State University-San Bernardino	Second major	Education	'13'	Master's degree	1	1	0	0	0	1	0
Surrounding States	California	California State Polytechnic University-Pomona	First major	Education	'13'	Bachelor's degree	4	0	0	0	0	0	0
Surrounding States	California	California State Polytechnic University-Pomona	First major	Education	'13'	Master's degree	116	97	1	11	6	33	46



binomial analyses education degrees awarded by race ethnicity 2010

Region	State	institution name	major	field	ipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	California	California State University-Chico	First major	Education	'13'	Bachelor's degree	57	43	0	5	1	8	29
Surrounding States	California	California State University-Chico	First major	Education	'13'	Master's degree	66	51	0	3	1	3	44
Surrounding States	California	California State University-Chico	Second major	Education	'13'	Bachelor's degree	15	12	0	1	0	2	9
Surrounding States	California	California State University-Dominguez Hills	First major	Education	'13'	Bachelor's degree	13	10	0	0	0	8	2
Surrounding States	California	California State University-Dominguez Hills	First major	Education	'13'	Master's degree	297	262	1	30	57	99	75
Surrounding States	California	California State University-Dominguez Hills	Second major	Education	'13'	Master's degree	1	1	0	1	0	0	0
Surrounding States	California	California State University-Fresno	First major	Education	'13'	Bachelor's degree	101	83	1	6	4	27	45
Surrounding States	California	California State University-Fresno	First major	Education	'13'	Doctor's degree - professional practice (new degree classification)	17	13	0	2	2	2	7
Surrounding States	California	California State University-Fresno	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	9	7	0	0	1	1	5
Surrounding States	California	California State University-Fresno	First major	Education	'13'	Master's degree	310	252	3	19	5	88	137
Surrounding States	California	California State University-Fresno	Second major	Education	'13'	Bachelor's degree	2	1	0	0	0	1	0
Surrounding States	California	California State University-Fullerton	First major	Education	'13'	Bachelor's degree	367	341	2	55	7	127	150
Surrounding States	California	California State University-Fullerton	First major	Education	'13'	Doctor's degree - professional practice (new degree classification)	7	7	0	0	0	0	7
Surrounding States	California	California State University-Fullerton	First major	Education	'13'	Master's degree	377	309	2	46	6	82	173
Surrounding States	California	California State University-Fullerton	Second major	Education	'13'	Bachelor's degree	1	1	0	1	0	0	0
Surrounding States	California	California State University-East Bay	First major	Education	'13'	Master's degree	252	195	2	31	21	20	121
Surrounding States	California	California State University-Long Beach	First major	Education	'13'	Bachelor's degree	259	182	4	7	20	48	103
Surrounding States	California	California State University-Long Beach	First major	Education	'13'	Doctor's degree - professional practice (new degree classification)	13	8	0	1	0	1	6
Surrounding States	California	California State University-Long Beach	First major	Education	'13'	Master's degree	288	219	5	39	22	69	84
Surrounding States	California	California State University-Los Angeles	First major	Education	'13'	Bachelor's degree	183	119	0	23	5	80	11
Surrounding States	California	California State University-Los Angeles	First major	Education	'13'	Master's degree	469	388	0	63	37	186	102
Surrounding States	California	California State University-Northridge	First major	Education	'13'	Bachelor's degree	222	161	1	13	11	71	65
Surrounding States	California	California State University-Northridge	First major	Education	'13'	Master's degree	584	443	3	37	32	163	208
Surrounding States	California	California State University-Northridge	Second major	Education	'13'	Bachelor's degree	10	5	0	1	0	1	3
Surrounding States	California	California State University-Sacramento	First major	Education	'13'	Bachelor's degree	210	180	0	37	11	30	102
Surrounding States	California	California State University-Sacramento	First major	Education	'13'	Master's degree	321	247	0	30	15	40	162

binomial analyses education degrees awarded by race ethnicity 2010

Region	State	Institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	California	California State University-Sacramento	Second major	Education	'13'	Bachelor's degree	4	4	0	0	0	2	2
Surrounding States	California	California State University-Sacramento	Second major	Education	'13'	Master's degree	13	6	0	1	0	1	4
Surrounding States	California	University of California-Berkeley	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	38	33	0	10	7	1	15
Surrounding States	California	University of California-Berkeley	First major	Education	'13'	Master's degree	104	82	4	19	4	17	38
Surrounding States	California	University of California-Davis	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	25	15	0	1	2	3	9
Surrounding States	California	University of California-Davis	First major	Education	'13'	Master's degree	103	100	0	20	4	21	55
Surrounding States	California	University of California-Davis	Second major	Education	'13'	Master's degree	1	1	0	0	1	0	0
Surrounding States	California	University of California-Irvine	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	19	14	0	0	3	5	6
Surrounding States	California	University of California-Irvine	First major	Education	'13'	Master's degree	168	145	0	68	0	21	56
Surrounding States	California	University of California-Los Angeles	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	61	51	0	16	5	11	19
Surrounding States	California	University of California-Los Angeles	First major	Education	'13'	Master's degree	212	191	1	49	15	61	65
Surrounding States	California	University of California-Riverside	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	18	12	0	0	2	4	6
Surrounding States	California	University of California-Riverside	First major	Education	'13'	Master's degree	73	59	0	12	6	20	21
Surrounding States	California	University of California-San Diego	First major	Education	'13'	Bachelor's degree	7	6	2	1	0	1	2
Surrounding States	California	University of California-San Diego	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	23	23	0	1	1	5	16
Surrounding States	California	University of California-San Diego	First major	Education	'13'	Master's degree	66	65	0	23	0	13	29
Surrounding States	California	University of California-Santa Barbara	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	31	20	0	5	2	3	10
Surrounding States	California	University of California-Santa Barbara	First major	Education	'13'	Master's degree	98	78	0	10	1	19	48
Surrounding States	California	University of California-Santa Cruz	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	3	2	0	0	0	0	2
Surrounding States	California	University of California-Santa Cruz	First major	Education	'13'	Master's degree	99	86	0	14	0	8	64
Surrounding States	California	Chapman University	First major	Education	'13'	Bachelor's degree	6	5	0	1	0	0	4
Surrounding States	California	Chapman University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	3	3	0	0	1	0	2
Surrounding States	California	Chapman University	First major	Education	'13'	Master's degree	96	87	0	10	1	25	51
Surrounding States	California	Chapman University	Second major	Education	'13'	Bachelor's degree	4	4	0	0	0	0	4
Surrounding States	California	Concordia University	First major	Education	'13'	Master's degree	345	244	1	25	7	47	164
Surrounding States	California	Claremont Graduate University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	26	18	0	2	4	2	10
Surrounding States	California	Claremont Graduate University	First major	Education	'13'	Master's degree	83	66	1	13	9	24	19
Surrounding States	California	Dominican University of California	First major	Education	'13'	Master's degree	20	17	0	2	0	2	13
Surrounding States	California	Dominican University of California	Second major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	California	Felding Graduate University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	29	29	0	3	9	5	12
Surrounding States	California	Felding Graduate University	First major	Education	'13'	Master's degree	119	116	0	0	9	8	99



binomial analyses education degrees awarded by race ethnicity 2010

Region	State	Institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	California	Fresno Pacific University	First major	Education	'13'	Bachelor's degree	115	108	1	3	3	42	59
Surrounding States	California	Fresno Pacific University	First major	Education	'13'	Master's degree	111	107	0	3	5	30	69
Surrounding States	California	Fresno Pacific University	Second major	Education	'13'	Bachelor's degree	2	2	0	0	0	0	2
Surrounding States	California	Fresno Pacific University	First major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	California	Holy Names University	First major	Education	'13'	Master's degree	15	13	0	0	3	3	7
Surrounding States	California	Holy Names University	Second major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	California	Humboldt State University	First major	Education	'13'	Bachelor's degree	9	9	0	1	0	2	6
Surrounding States	California	Humboldt State University	First major	Education	'13'	Master's degree	12	11	0	0	0	0	11
Surrounding States	California	Humphreys College-Stockton and Modesto Campuses	First major	Education	'13'	Bachelor's degree	27	26	0	3	7	14	2
Surrounding States	California	Humphreys College-Stockton and Modesto Campuses	First major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	California	Humphreys College-Stockton and Modesto Campuses	Second major	Education	'13'	Bachelor's degree	1	1	0	0	1	0	0
Surrounding States	California	John F Kennedy University	First major	Education	'13'	Master's degree	2	2	0	0	0	0	2
Surrounding States	California	American Jewish University	First major	Education	'13'	Master's degree	11	11	0	0	0	0	11
Surrounding States	California	University of La Verne	First major	Education	'13'	Bachelor's degree	12	11	1	0	0	5	5
Surrounding States	California	University of La Verne	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	55	46	1	4	8	7	26
Surrounding States	California	University of La Verne	First major	Education	'13'	Master's degree	405	347	4	16	22	145	160
Surrounding States	California	La Sierra University	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	California	La Sierra University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	11	9	0	1	2	1	5
Surrounding States	California	La Sierra University	First major	Education	'13'	Master's degree	24	9	0	2	0	3	4
Surrounding States	California	Loma Linda University	First major	Education	'13'	Master's degree	4	4	0	0	0	2	2
Surrounding States	California	The Master's College and Seminary	First major	Education	'13'	Bachelor's degree	5	5	0	0	0	0	5
Surrounding States	California	The Master's College and Seminary	First major	Education	'13'	Master's degree	3	3	0	0	0	0	3
Surrounding States	California	Loyola Marymount University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	10	9	0	2	0	1	6
Surrounding States	California	Loyola Marymount University	First major	Education	'13'	Master's degree	369	360	2	40	20	116	182
Surrounding States	California	Mills College	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	7	7	0	0	2	1	4
Surrounding States	California	Mills College	First major	Education	'13'	Master's degree	39	31	0	5	5	2	19
Surrounding States	California	Monterey Institute of International Studies	First major	Education	'13'	Master's degree	36	23	0	3	0	2	18
Surrounding States	California	Mount St. Mary's College	First major	Education	'13'	Bachelor's degree	10	10	0	1	0	9	0
Surrounding States	California	Mount St. Mary's College	First major	Education	'13'	Master's degree	35	29	0	2	3	8	16
Surrounding States	California	National University	First major	Education	'13'	Bachelor's degree	100	77	1	6	8	22	40
Surrounding States	California	Notre Dame de Namur University	First major	Education	'13'	Master's degree	1978	1664	15	96	137	313	1103
Surrounding States	California	Occidental College	First major	Education	'13'	Master's degree	72	65	0	3	1	9	52
Surrounding States	California	Hope International University	First major	Education	'13'	Bachelor's degree	7	7	0	1	0	2	4
Surrounding States	California	Hope International University	First major	Education	'13'	Master's degree	5	4	0	0	0	1	3
Surrounding States	California	Pacific Union College	First major	Education	'13'	Bachelor's degree	16	11	0	2	0	0	9
Surrounding States	California	Pacific Union College	First major	Education	'13'	Bachelor's degree	11	11	0	2	0	2	7
Surrounding States	California	University of the Pacific	First major	Education	'13'	Master's degree	1	1	0	0	0	0	1
Surrounding States	California	University of the Pacific	First major	Education	'13'	Bachelor's degree	29	26	1	6	3	2	14
Surrounding States	California	University of the Pacific	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	25	22	0	4	1	5	12
Surrounding States	California	University of the Pacific	First major	Education	'13'	Master's degree	105	91	0	12	6	10	63
Surrounding States	California	Patten University	First major	Education	'13'	Master's degree	5	4	0	2	2	0	0

binomial analyses education degrees awarded by race ethnicity 2010

Region	State	Institution name	major	field	zipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	California	Pepperdine University	First major	Education	'13'	Bachelor's degree	10	9	0	0	0	0	9
Surrounding States	California	Pepperdine University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	56	50	0	10	11	10	19
Surrounding States	California	Pepperdine University	First major	Education	'13'	Master's degree	201	122	1	18	20	20	63
Surrounding States	California	Pepperdine University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	California	Pitzer College	First major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	California	Point Loma Nazarene University	First major	Education	'13'	Bachelor's degree	5	4	0	1	0	0	3
Surrounding States	California	Point Loma Nazarene University	First major	Education	'13'	Master's degree	258	248	1	15	10	76	146
Surrounding States	California	Point Loma Nazarene University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	California	Point Loma Nazarene University	Second major	Education	'13'	Master's degree	2	2	0	2	0	0	0
Surrounding States	California	University of Redlands	First major	Education	'13'	Bachelor's degree	9	5	0	1	1	0	3
Surrounding States	California	University of Redlands	First major	Education	'13'	Doctor's degree - professional practice (new degree classification)	4	4	0	1	0	1	2
Surrounding States	California	University of Redlands	First major	Education	'13'	Master's degree	111	93	0	3	9	34	47
Surrounding States	California	Argosy University-San Francisco Bay Area	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	9	9	0	2	4	0	3
Surrounding States	California	Argosy University-San Francisco Bay Area	First major	Education	'13'	Master's degree	9	9	0	0	0	1	8
Surrounding States	California	San Diego State University	First major	Education	'13'	Bachelor's degree	156	138	1	27	6	34	70
Surrounding States	California	San Diego State University	First major	Education	'13'	Doctor's degree - professional practice (new degree classification)	12	10	0	2	1	2	5
Surrounding States	California	San Diego State University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	13	11	0	0	3	2	6
Surrounding States	California	San Diego State University	First major	Education	'13'	Master's degree	396	312	3	62	18	72	157
Surrounding States	California	San Diego State University	Second major	Education	'13'	Bachelor's degree	2	2	0	0	0	0	2
Surrounding States	California	University of San Diego	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	26	24	0	2	2	4	16
Surrounding States	California	University of San Diego	First major	Education	'13'	Master's degree	153	120	1	10	6	25	78
Surrounding States	California	San Francisco State University	First major	Education	'13'	Bachelor's degree	249	207	0	92	12	48	55
Surrounding States	California	San Francisco State University	First major	Education	'13'	Doctor's degree - professional practice (new degree classification)	4	4	0	0	1	0	3
Surrounding States	California	San Francisco State University	First major	Education	'13'	Master's degree	355	266	0	67	18	37	144
Surrounding States	California	San Francisco State University	Second major	Education	'13'	Bachelor's degree	4	2	0	2	0	0	0
Surrounding States	California	University of San Francisco	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	44	36	0	8	5	4	19
Surrounding States	California	University of San Francisco	First major	Education	'13'	Master's degree	169	124	0	17	6	18	83
Surrounding States	California	William Jessup University	First major	Education	'13'	Bachelor's degree	6	6	0	0	0	2	4
Surrounding States	California	William Jessup University	Second major	Education	'13'	Bachelor's degree	4	4	0	0	0	0	4
Surrounding States	California	San Jose State University	First major	Education	'13'	Bachelor's degree	157	132	0	31	3	28	70
Surrounding States	California	San Jose State University	First major	Education	'13'	Master's degree	479	385	3	80	17	93	192
Surrounding States	California	San Jose State University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	0
Surrounding States	California	Santa Clara University	First major	Education	'13'	Master's degree	123	104	0	13	3	22	66
Surrounding States	California	Shasta Bible College and Graduate School	First major	Education	'13'	Bachelor's degree	2	2	0	0	0	0	2
Surrounding States	California	Shasta Bible College and Graduate School	First major	Education	'13'	Master's degree	3	2	0	0	0	0	2
Surrounding States	California	Simpson University	First major	Education	'13'	Bachelor's degree	6	6	0	0	0	0	6
Surrounding States	California	Simpson University	First major	Education	'13'	Master's degree	26	14	1	2	0	0	11

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Region	State	Institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	California	Saint Marys College of California	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	4	3	0	1	1	0	1
Surrounding States	California	Saint Marys College of California	First major	Education	'13'	Master's degree	148	134	0	9	13	13	99
Surrounding States	California	Sonoma State University	First major	Education	'13'	Master's degree	69	53	1	2	2	6	42
Surrounding States	California	Vanguard University of Southern California	First major	Education	'13'	Bachelor's degree	28	26	0	0	0	5	21
Surrounding States	California	Vanguard University of Southern California	First major	Education	'13'	Master's degree	45	41	0	0	2	6	33
Surrounding States	California	University of Southern California	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	California	University of Southern California	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	158	126	1	27	13	30	55
Surrounding States	California	University of Southern California	First major	Education	'13'	Master's degree	335	288	3	59	22	60	144
Surrounding States	California	Whittier College	First major	Education	'13'	Master's degree	58	39	0	5	1	17	16
Surrounding States	California	Stanford University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	28	19	0	2	3	4	10
Surrounding States	California	Stanford University	First major	Education	'13'	Master's degree	192	142	2	40	8	25	67
Surrounding States	California	Antioch University Los Angeles	First major	Education	'13'	Master's degree	8	7	0	0	0	0	7
Surrounding States	California	Antioch University-Santa Barbara	First major	Education	'13'	Master's degree	9	9	0	0	0	2	7
Surrounding States	California	Brandman University- Part of the Chapman University System	First major	Education	'13'	Bachelor's degree	21	19	1	1	2	7	8
Surrounding States	California	Brandman University- Part of the Chapman University System	First major	Education	'13'	Master's degree	577	498	2	21	15	91	369
Surrounding States	California	California State University-San Marcos	First major	Education	'13'	Master's degree	70	57	1	3	0	8	45
Surrounding States	California	University of Phoenix-San Diego Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	California	University of Phoenix-San Diego Campus	First major	Education	'13'	Master's degree	26	15	0	1	1	3	10
Surrounding States	California	Soka University of America	First major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	California	University of Phoenix-Bay Area Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	California	University of Phoenix-Bay Area Campus	First major	Education	'13'	Master's degree	35	26	0	3	3	3	17
Surrounding States	California	University of Phoenix-Southern California Campus	First major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	California	University of Phoenix-Southern California Campus	First major	Education	'13'	Master's degree	212	139	0	12	20	43	64
Surrounding States	California	California State University-Monterey Bay	First major	Education	'13'	Master's degree	31	16	0	3	2	4	7
Surrounding States	California	University of Phoenix-Sacramento Valley Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	California	University of Phoenix-Sacramento Valley Campus	First major	Education	'13'	Master's degree	37	30	0	2	2	4	22
Surrounding States	California	Argosy University-Orange County	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	10	9	0	0	5	0	4
Surrounding States	California	Argosy University-Orange County	First major	Education	'13'	Master's degree	10	9	0	1	1	2	5

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Surrounding States	California	San Diego State University-Imperial Valley Campus	First major	Education	'13'	Master's degree	11	10	0	0	0	6	4
Surrounding States	California	California State University-Channel Islands	First major	Education	'13'	Bachelor's degree	11	10	0	1	1	6	2
Surrounding States	California	California State University-Channel Islands	First major	Education	'13'	Master's degree	43	37	0	0	0	9	28
Surrounding States	California	University of Phoenix-Central Valley Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	California	University of Phoenix-Central Valley Campus	First major	Education	'13'	Master's degree	26	22	0	0	0	9	13
Surrounding States	California	Argosy University-Los Angeles	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	0	0	0	0	0	0	0
Surrounding States	California	Argosy University-Los Angeles	First major	Education	'13'	Master's degree	28	28	0	1	10	7	10
Surrounding States	California	University of the West	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	California	Argosy University-Inland Empire	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	1	1	0	0	0	0	1
Surrounding States	California	Argosy University-Inland Empire	First major	Education	'13'	Master's degree	18	16	0	1	9	3	3
Surrounding States	California	Argosy University-San Diego	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	0	0	0	0	0	0	0
Surrounding States	California	Argosy University-San Diego	First major	Education	'13'	Master's degree	2	2	0	0	0	1	1
Surrounding States	California	Trident University International	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	14	9	0	0	1	1	7
Surrounding States	California	Trident University International	First major	Education	'13'	Master's degree	265	118	1	8	18	11	80
Surrounding States	California	Taft University System	First major	Education	'13'	Doctor's degree - other (new degree classification)	0	0	0	0	0	0	0
Surrounding States	California	Taft University System	First major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	California	Pioneer University Graduate School of Education	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	0	0	0	0	0	0	0
Surrounding States	California	Pioneer University Graduate School of Education	First major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	California	Providence Christian College	First major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	California	Touro University	First major	Education	'13'	Master's degree	50	45	0	2	4	0	39
Surrounding States	New Mexico	Eastern New Mexico University-Main Campus	First major	Education	'13'	Bachelor's degree	90	89	2	0	4	37	46
Surrounding States	New Mexico	Eastern New Mexico University-Main Campus	First major	Education	'13'	Master's degree	49	49	0	0	0	9	40
Surrounding States	New Mexico	Eastern New Mexico University-Main Campus	Second major	Education	'13'	Bachelor's degree	1	1	1	0	0	0	0
Surrounding States	New Mexico	New Mexico Highlands University	First major	Education	'13'	Bachelor's degree	110	104	3	0	2	64	35
Surrounding States	New Mexico	New Mexico Highlands University	First major	Education	'13'	Master's degree	151	145	1	2	7	86	49
Surrounding States	New Mexico	New Mexico Highlands University	Second major	Education	'13'	Bachelor's degree	17	16	0	0	0	9	7
Surrounding States	New Mexico	New Mexico Institute of Mining and Technology	First major	Education	'13'	Master's degree	11	10	0	0	0	0	10
Surrounding States	New Mexico	University of New Mexico-Main Campus	First major	Education	'13'	Bachelor's degree	338	330	27	5	7	138	153
Surrounding States	New Mexico	University of New Mexico-Main Campus	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	32	28	0	2	2	7	17



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Surrounding States	New Mexico	University of New Mexico-Main Campus	First major	Education	'13'	Master's degree	294	269	18	5	8	84	154
Surrounding States	New Mexico	University of New Mexico-Main Campus	Second major	Education	'13'	Bachelor's degree	23	23	2	2	0	8	11
Surrounding States	New Mexico	New Mexico State University-Main Campus	First major	Education	'13'	Bachelor's degree	255	232	7	1	7	121	96
Surrounding States	New Mexico	New Mexico State University-Main Campus	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	21	10	0	1	1	2	6
Surrounding States	New Mexico	New Mexico State University-Main Campus	First major	Education	'13'	Master's degree	218	187	6	4	3	75	99
Surrounding States	New Mexico	New Mexico State University-Main Campus	Second major	Education	'13'	Bachelor's degree	16	15	0	0	1	9	5
Surrounding States	New Mexico	New Mexico State University-Main Campus	Second major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	New Mexico	Northern New Mexico College	First major	Education	'13'	Bachelor's degree	15	15	2	0	0	12	1
Surrounding States	New Mexico	Santa Fe University of Art and Design	First major	Education	'13'	Bachelor's degree	6	0	0	0	0	0	0
Surrounding States	New Mexico	Santa Fe University of Art and Design	First major	Education	'13'	Master's degree	39	2	0	0	0	0	2
Surrounding States	New Mexico	University of the Southwest	First major	Education	'13'	Bachelor's degree	24	24	0	0	0	9	15
Surrounding States	New Mexico	University of the Southwest	First major	Education	'13'	Master's degree	41	41	0	0	2	13	26
Surrounding States	New Mexico	Western New Mexico University	First major	Education	'13'	Bachelor's degree	27	25	0	0	0	14	11
Surrounding States	New Mexico	Western New Mexico University	First major	Education	'13'	Master's degree	56	53	9	0	1	14	29
Surrounding States	New Mexico	Western New Mexico University	Second major	Education	'13'	Bachelor's degree	2	2	0	0	0	1	1
Surrounding States	New Mexico	University of Phoenix-Albuquerque Campus	First major	Education	'13'	Bachelor's degree	24	16	0	0	0	14	2
Surrounding States	New Mexico	University of Phoenix-Albuquerque Campus	First major	Education	'13'	Master's degree	85	69	1	0	2	52	14
Surrounding States	Texas	Abilene Christian University	First major	Education	'13'	Bachelor's degree	86	83	1	1	3	6	72
Surrounding States	Texas	Abilene Christian University	First major	Education	'13'	Master's degree	66	44	0	0	3	3	38
Surrounding States	Texas	Abilene Christian University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	Angelo State University	First major	Education	'13'	Master's degree	67	67	0	1	1	8	57
Surrounding States	Texas	Arlington Baptist College	First major	Education	'13'	Bachelor's degree	33	32	0	2	0	2	28
Surrounding States	Texas	Austin College	First major	Education	'13'	Master's degree	24	24	0	1	0	4	19
Surrounding States	Texas	Baylor University	First major	Education	'13'	Bachelor's degree	149	145	0	4	6	10	125
Surrounding States	Texas	Baylor University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	6	5	0	0	1	0	4
Surrounding States	Texas	Baylor University	First major	Education	'13'	Master's degree	88	83	0	1	4	8	70
Surrounding States	Texas	Concordia University Texas	First major	Education	'13'	Bachelor's degree	17	17	0	0	0	1	16
Surrounding States	Texas	Concordia University Texas	First major	Education	'13'	Master's degree	475	397	3	11	116	73	194
Surrounding States	Texas	Texas A & M University-Corpus Christi	First major	Education	'13'	Bachelor's degree	15	15	1	0	2	5	7
Surrounding States	Texas	Texas A & M University-Corpus Christi	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	19	19	0	0	0	11	8
Surrounding States	Texas	Texas A & M University-Corpus Christi	First major	Education	'13'	Master's degree	166	157	2	2	10	75	68
Surrounding States	Texas	Dallas Baptist University	First major	Education	'13'	Bachelor's degree	24	23	1	0	1	0	21
Surrounding States	Texas	Dallas Baptist University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	4	4	0	0	1	0	3
Surrounding States	Texas	Dallas Baptist University	First major	Education	'13'	Master's degree	171	150	1	2	16	16	115

binomial analyses education degrees awarded by race ethnicity 2010

Region	State	Institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	Texas	Dallas Baptist University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	Dallas Christian College	First major	Education	'13'	Bachelor's degree	5	5	0	0	0	0	5
Surrounding States	Texas	Dallas Christian College	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	0
Surrounding States	Texas	University of Dallas	First major	Education	'13'	Bachelor's degree	10	9	0	0	1	0	0
Surrounding States	Texas	University of Dallas	First major	Education	'13'	Master's degree	2	2	0	0	0	0	2
Surrounding States	Texas	East Texas Baptist University	First major	Education	'13'	Bachelor's degree	40	40	0	0	2	1	37
Surrounding States	Texas	Texas A & M University-Texarkana	First major	Education	'13'	Master's degree	87	87	0	1	22	1	63
Surrounding States	Texas	Texas A & M University-Commerce	First major	Education	'13'	Bachelor's degree	27	27	0	0	3	0	24
Surrounding States	Texas	Texas A & M University-Commerce	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	21	20	2	0	3	3	12
Surrounding States	Texas	Texas A & M University-Commerce	First major	Education	'13'	Master's degree	311	308	2	5	53	28	220
Surrounding States	Texas	Texas A & M University-Commerce	Second major	Education	'13'	Master's degree	2	1	0	0	0	0	1
Surrounding States	Texas	Hardin-Simmons University	First major	Education	'13'	Bachelor's degree	54	53	0	0	1	4	48
Surrounding States	Texas	Hardin-Simmons University	First major	Education	'13'	Master's degree	35	28	0	0	3	3	22
Surrounding States	Texas	Hardin-Simmons University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	0
Surrounding States	Texas	Houston Baptist University	First major	Education	'13'	Bachelor's degree	32	31	0	2	2	10	17
Surrounding States	Texas	Houston Baptist University	First major	Education	'13'	Master's degree	44	43	0	0	13	16	14
Surrounding States	Texas	Houston Baptist University	Second major	Education	'13'	Bachelor's degree	11	11	0	1	0	7	3
Surrounding States	Texas	University of Houston-Clear Lake	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	2	2	0	0	0	0	2
Surrounding States	Texas	University of Houston-Clear Lake	First major	Education	'13'	Master's degree	233	226	1	0	60	49	116
Surrounding States	Texas	University of Houston-Downtown	First major	Education	'13'	Master's degree	9	9	0	0	2	2	5
Surrounding States	Texas	University of Houston-Victoria	First major	Education	'13'	Master's degree	111	109	0	7	22	12	68
Surrounding States	Texas	University of Houston	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	28	27	0	2	4	1	20
Surrounding States	Texas	University of Houston	First major	Education	'13'	Master's degree	202	181	0	19	32	22	108
Surrounding States	Texas	Howard Payne University	First major	Education	'13'	Bachelor's degree	37	33	1	0	0	3	29
Surrounding States	Texas	Howard Payne University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	Texas	University of the Incarnate Word	First major	Education	'13'	Bachelor's degree	78	70	1	1	6	39	23
Surrounding States	Texas	University of the Incarnate Word	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	19	11	0	0	2	2	7
Surrounding States	Texas	University of the Incarnate Word	First major	Education	'13'	Master's degree	35	32	0	0	3	17	12
Surrounding States	Texas	Jarvis Christian College	First major	Education	'13'	Bachelor's degree	16	16	2	0	13	1	0
Surrounding States	Texas	Jarvis Christian College	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	Lamar University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	16	9	0	0	0	1	8
Surrounding States	Texas	Lamar University	First major	Education	'13'	Master's degree	2633	2563	15	31	217	341	1959
Surrounding States	Texas	Texas A & M International University	First major	Education	'13'	Bachelor's degree	207	203	1	1	0	201	0
Surrounding States	Texas	Texas A & M International University	First major	Education	'13'	Master's degree	107	106	0	0	0	103	3
Surrounding States	Texas	LeTourneau University	First major	Education	'13'	Bachelor's degree	224	222	3	3	56	22	138
Surrounding States	Texas	LeTourneau University	First major	Education	'13'	Master's degree	40	38	1	0	19	1	17
Surrounding States	Texas	LeTourneau University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	Lubbock Christian University	First major	Education	'13'	Bachelor's degree	61	61	0	0	0	6	55

Region	State	Institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	Texas	Lubbock Christian University	First major	Education	'13'	Master's degree	35	35	0	1	0	6	28
Surrounding States	Texas	University of Mary Hardin-Baylor	First major	Education	'13'	Bachelor's degree	81	80	1	0	5	7	67
Surrounding States	Texas	University of Mary Hardin-Baylor	First major	Education	'13'	Doctor's degree - other (new degree classification)	7	7	0	0	0	2	5
Surrounding States	Texas	University of Mary Hardin-Baylor	First major	Education	'13'	Master's degree	35	34	0	0	4	7	23
Surrounding States	Texas	McMurry University	First major	Education	'13'	Bachelor's degree	51	47	0	0	3	5	39
Surrounding States	Texas	McMurry University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	Midwestern State University	First major	Education	'13'	Bachelor's degree	67	65	1	0	3	7	54
Surrounding States	Texas	Midwestern State University	First major	Education	'13'	Master's degree	41	40	0	0	1	2	37
Surrounding States	Texas	University of North Texas	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	52	43	2	2	4	4	31
Surrounding States	Texas	University of North Texas	First major	Education	'13'	Master's degree	457	427	6	11	74	40	296
Surrounding States	Texas	Our Lady of the Lake University-San Antonio	First major	Education	'13'	Bachelor's degree	31	31	0	0	1	27	3
Surrounding States	Texas	Our Lady of the Lake University-San Antonio	First major	Education	'13'	Master's degree	53	50	0	1	3	26	20
Surrounding States	Texas	The University of Texas-Pan American	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	5	5	0	0	0	4	1
Surrounding States	Texas	The University of Texas-Pan American	First major	Education	'13'	Master's degree	205	198	0	4	1	181	12
Surrounding States	Texas	The University of Texas-Pan American	Second major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	Texas	The University of Texas at Brownsville	First major	Education	'13'	Master's degree	126	125	1	1	4	100	19
Surrounding States	Texas	Paul Quinn College	First major	Education	'13'	Bachelor's degree	15	15	0	0	14	1	0
Surrounding States	Texas	Prairie View A & M University	First major	Education	'13'	Doctor's degree - professional practice (new degree classification)	6	6	0	1	4	0	1
Surrounding States	Texas	Prairie View A & M University	First major	Education	'13'	Master's degree	195	188	0	0	159	13	16
Surrounding States	Texas	Rice University	First major	Education	'13'	Master's degree	3	3	0	0	0	0	3
Surrounding States	Texas	Saint Edward's University	First major	Education	'13'	Bachelor's degree	43	43	0	0	1	16	26
Surrounding States	Texas	Saint Edward's University	First major	Education	'13'	Master's degree	15	15	0	0	1	1	13
Surrounding States	Texas	Saint Edward's University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	1	0
Surrounding States	Texas	University of St Thomas	First major	Education	'13'	Bachelor's degree	12	9	0	2	0	4	3
Surrounding States	Texas	University of St Thomas	First major	Education	'13'	Master's degree	87	77	0	3	13	14	47
Surrounding States	Texas	Sam Houston State University	First major	Education	'13'	Doctor's degree - professional practice (new degree classification)	13	13	0	0	5	2	6
Surrounding States	Texas	Sam Houston State University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	7	7	0	1	2	1	3
Surrounding States	Texas	Sam Houston State University	First major	Education	'13'	Master's degree	376	376	1	10	45	55	265
Surrounding States	Texas	Schreiner University	First major	Education	'13'	Bachelor's degree	18	17	0	0	0	2	15
Surrounding States	Texas	Schreiner University	First major	Education	'13'	Master's degree	8	8	0	0	0	1	7
Surrounding States	Texas	St Marys University	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	St Marys University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	4	3	0	0	0	1	2
Surrounding States	Texas	St Marys University	First major	Education	'13'	Master's degree	21	18	0	0	2	10	6
Surrounding States	Texas	Southern Methodist University	First major	Education	'13'	Bachelor's degree	7	7	0	0	0	0	7
Surrounding States	Texas	Southern Methodist University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	2	2	0	0	0	0	2
Surrounding States	Texas	Southern Methodist University	First major	Education	'13'	Master's degree	93	89	0	4	8	6	71
Surrounding States	Texas	Southern Methodist University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1

binomial analyses education degrees awarded by race ethnicity 2010

Region	State	Institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	Texas	Southwestern Assemblies of God University	First major	Education	'13'	Bachelor's degree	49	49	0	0	3	8	38
Surrounding States	Texas	Southwestern Assemblies of God University	First major	Education	'13'	Master's degree	21	15	0	1	0	2	12
Surrounding States	Texas	Southwestern University	First major	Education	'13'	Bachelor's degree	18	18	0	0	1	3	14
Surrounding States	Texas	Stephen F Austin State University	First major	Education	'13'	Bachelor's degree	3	3	0	0	0	0	3
Surrounding States	Texas	Stephen F Austin State University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	13	13	1	0	0	1	11
Surrounding States	Texas	Stephen F Austin State University	First major	Education	'13'	Master's degree	108	106	0	1	6	3	96
Surrounding States	Texas	Texas State University-San Marcos	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	15	15	0	1	2	3	9
Surrounding States	Texas	Texas State University-San Marcos	First major	Education	'13'	Master's degree	380	374	0	5	21	86	262
Surrounding States	Texas	Southwestern Adventist University	First major	Education	'13'	Bachelor's degree	21	17	0	0	1	2	14
Surrounding States	Texas	Southwestern Adventist University	First major	Education	'13'	Master's degree	3	3	0	0	0	0	3
Surrounding States	Texas	Sul Ross State University	First major	Education	'13'	Master's degree	155	154	0	2	2	85	65
Surrounding States	Texas	Tarleton State University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	9	9	0	0	0	0	9
Surrounding States	Texas	Tarleton State University	First major	Education	'13'	Master's degree	225	222	1	1	29	19	172
Surrounding States	Texas	The University of Texas Health Science Center at San Antonio	First major	Education	'13'	Master's degree	1	1	0	0	0	0	1
Surrounding States	Texas	Texas A & M University-Kingsville	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	14	12	0	0	0	11	1
Surrounding States	Texas	Texas A & M University-Kingsville	First major	Education	'13'	Master's degree	194	186	1	0	9	129	47
Surrounding States	Texas	Texas A & M University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	78	65	0	0	7	8	50
Surrounding States	Texas	Texas A & M University	First major	Education	'13'	Master's degree	203	190	1	6	13	26	144
Surrounding States	Texas	The University of Texas at Arlington	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	0	0	0	0	0	0	0
Surrounding States	Texas	The University of Texas at Arlington	First major	Education	'13'	Master's degree	141	128	0	4	24	18	82
Surrounding States	Texas	The University of Texas at Austin	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	82	61	1	2	6	14	38
Surrounding States	Texas	The University of Texas at Austin	First major	Education	'13'	Master's degree	168	141	0	5	4	32	100
Surrounding States	Texas	The University of Texas at Dallas	First major	Education	'13'	Master's degree	1	1	0	0	0	1	0
Surrounding States	Texas	The University of Texas at El Paso	First major	Education	'13'	Bachelor's degree	435	425	0	2	6	382	35
Surrounding States	Texas	The University of Texas at El Paso	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	2	2	0	0	0	0	2
Surrounding States	Texas	The University of Texas at El Paso	First major	Education	'13'	Master's degree	307	295	0	3	5	250	37
Surrounding States	Texas	The University of Texas at Tyler	First major	Education	'13'	Master's degree	43	40	0	0	5	2	33
Surrounding States	Texas	Texas Christian University	First major	Education	'13'	Bachelor's degree	107	104	1	3	6	18	76
Surrounding States	Texas	Texas Christian University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	8	8	0	0	3	0	5
Surrounding States	Texas	Texas Christian University	First major	Education	'13'	Master's degree	74	68	0	1	9	8	50



binomial analyses education degrees awarded by race ethnicity 2010

Region	State	Institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	Texas	Texas College	First major	Education	'13'	Bachelor's degree	15	15	0	0	0	7	8
Surrounding States	Texas	Texas Lutheran University	First major	Education	'13'	Bachelor's degree	19	19	0	0	0	2	5
Surrounding States	Texas	Texas Lutheran University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	The University of Texas of the Permian Basin	First major	Education	'13'	Master's degree	103	101	0	0	0	5	67
Surrounding States	Texas	The University of Texas at San Antonio	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	7	6	0	0	2	1	3
Surrounding States	Texas	The University of Texas at San Antonio	First major	Education	'13'	Master's degree	287	276	0	7	25	146	98
Surrounding States	Texas	Texas Southern University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	19	19	0	0	19	0	0
Surrounding States	Texas	Texas Southern University	First major	Education	'13'	Master's degree	54	53	0	0	44	4	5
Surrounding States	Texas	Texas Tech University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	35	30	0	2	2	5	21
Surrounding States	Texas	Texas Tech University	First major	Education	'13'	Master's degree	191	182	2	3	11	22	144
Surrounding States	Texas	Texas Wesleyan University	First major	Education	'13'	Bachelor's degree	49	47	2	0	4	11	30
Surrounding States	Texas	Texas Wesleyan University	First major	Education	'13'	Master's degree	51	37	0	0	10	10	17
Surrounding States	Texas	Texas Woman's University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	8	7	0	0	2	1	4
Surrounding States	Texas	Texas Woman's University	First major	Education	'13'	Master's degree	222	218	0	3	40	13	162
Surrounding States	Texas	Trinity University	First major	Education	'13'	Bachelor's degree	15	11	0	0	0	2	9
Surrounding States	Texas	Trinity University	First major	Education	'13'	Master's degree	45	45	0	2	3	11	29
Surrounding States	Texas	Trinity University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	Texas	Wayland Baptist University	First major	Education	'13'	Bachelor's degree	56	54	0	0	3	9	42
Surrounding States	Texas	Wayland Baptist University	First major	Education	'13'	Master's degree	192	173	2	1	15	32	123
Surrounding States	Texas	Wayland Baptist University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	West Texas A & M University	First major	Education	'13'	Bachelor's degree	101	100	4	0	3	12	81
Surrounding States	Texas	West Texas A & M University	First major	Education	'13'	Master's degree	15	15	0	0	15	0	0
Surrounding States	Texas	Wiley College	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	University of Phoenix-Dallas Campus	First major	Education	'13'	Master's degree	1	0	0	0	0	0	0
Surrounding States	Texas	University of Phoenix-Dallas Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	University of Phoenix-Houston Campus	First major	Education	'13'	Master's degree	1	1	0	0	1	0	0
Surrounding States	Texas	University of Phoenix-Houston Campus	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	0	0	0	0	0	0	0
Surrounding States	Texas	Argosy University-Dallas Campus	First major	Education	'13'	Master's degree	5	5	0	0	3	2	0
Surrounding States	Texas	Argosy University-Dallas Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	University of Phoenix-San Antonio Campus	First major	Education	'13'	Master's degree	5	5	0	0	0	3	2
Surrounding States	Texas	Strayer University-Texas	First major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	Adams State College	First major	Education	'13'	Master's degree	115	112	0	1	2	11	98
Surrounding States	Colorado	Adams State College	Second major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	University of Colorado Denver	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	4	4	0	2	0	1	1
Surrounding States	Colorado	University of Colorado Denver	First major	Education	'13'	Master's degree	318	293	2	4	6	23	258
Surrounding States	Colorado	University of Colorado Denver	Second major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	University of Colorado at Colorado Springs	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	5	5	0	1	2	0	2

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Region	State	Institution name	major	field	zipcode	Degree	total	Sum of Race Categories	Indian	pacific	black	hispanic	white
Surrounding States	Colorado	University of Colorado at Colorado Springs	First major	Education	'13'	Master's degree	210	201	1	3	10	13	174
Surrounding States	Colorado	University of Colorado at Colorado Springs	Second major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	0	0	0	0	0	0	0
Surrounding States	Colorado	University of Colorado at Colorado Springs	Second major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	University of Colorado Boulder	First major	Education	'13'	Bachelor's degree	11	10	0	0	0	0	10
Surrounding States	Colorado	University of Colorado Boulder	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	11	11	0	0	1	1	9
Surrounding States	Colorado	University of Colorado Boulder	First major	Education	'13'	Master's degree	142	129	1	4	0	11	113
Surrounding States	Colorado	University of Colorado Boulder	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	University of Colorado Boulder	Second major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	Colorado Christian University	First major	Education	'13'	Bachelor's degree	80	71	0	0	2	7	62
Surrounding States	Colorado	Colorado Christian University	First major	Education	'13'	Master's degree	144	126	2	3	6	7	108
Surrounding States	Colorado	Colorado College	First major	Education	'13'	Master's degree	40	25	1	1	0	3	20
Surrounding States	Colorado	Colorado State University	First major	Education	'13'	Bachelor's degree	8	8	1	0	0	0	7
Surrounding States	Colorado	Colorado State University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	36	35	0	0	2	1	32
Surrounding States	Colorado	Colorado State University	First major	Education	'13'	Master's degree	174	162	0	5	5	13	139
Surrounding States	Colorado	Colorado State University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	Colorado State University	Second major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	University of Denver	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	30	29	0	1	1	1	26
Surrounding States	Colorado	University of Denver	First major	Education	'13'	Master's degree	124	120	2	3	6	14	95
Surrounding States	Colorado	Mesa State College	First major	Education	'13'	Master's degree	38	34	0	0	0	1	33
Surrounding States	Colorado	Mesa State College	Second major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	Metropolitan State College of Denver	First major	Education	'13'	Bachelor's degree	39	39	0	0	0	7	32
Surrounding States	Colorado	Metropolitan State College of Denver	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	Naropa University	First major	Education	'13'	Bachelor's degree	6	6	0	0	0	1	5
Surrounding States	Colorado	Naropa University	First major	Education	'13'	Master's degree	9	9	0	0	0	0	9
Surrounding States	Colorado	Naropa University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	University of Northern Colorado	First major	Education	'13'	Bachelor's degree	67	65	1	2	1	4	57
Surrounding States	Colorado	University of Northern Colorado	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	24	22	0	0	0	0	22
Surrounding States	Colorado	University of Northern Colorado	First major	Education	'13'	Master's degree	230	200	2	3	0	16	179
Surrounding States	Colorado	University of Northern Colorado	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	Colorado	University of Northern Colorado	Second major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	0	0	0	0	0	0	0
Surrounding States	Colorado	University of Northern Colorado	Second major	Education	'13'	Master's degree	4	3	0	1	0	1	1
Surrounding States	Colorado	Regis University	First major	Education	'13'	Bachelor's degree	4	3	0	0	1	2	0
Surrounding States	Colorado	Regis University	First major	Education	'13'	Master's degree	303	281	2	8	10	17	244
Surrounding States	Colorado	Rocky Mountain College of Art and Design	First major	Education	'13'	Bachelor's degree	10	9	0	0	0	0	9
Surrounding States	Colorado	Colorado State University-Pueblo	First major	Education	'13'	Master's degree	18	17	0	0	1	6	10
Surrounding States	Colorado	Colorado State University-Pueblo	Second major	Education	'13'	Master's degree	0	0	0	0	0	0	0

Region	State	institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	Colorado	University of Phoenix-Colorado Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	University of Phoenix-Colorado Campus	First major	Education	'13'	Master's degree	298	211	1	4	6	15	185
Surrounding States	Colorado	University of Phoenix-Southern Colorado Campus	First major	Education	'13'	Master's degree	35	23	0	0	0	1	22
Surrounding States	Colorado	Johnson & Wales University-Denver	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	Jones International University	First major	Education	'13'	Doctor's degree - other (new degree classification)	0	0	0	0	0	0	0
Surrounding States	Colorado	Jones International University	First major	Education	'13'	Master's degree	248	203	2	2	55	11	133
Surrounding States	Colorado	Argosy University-Denver	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	0	0	0	0	0	0	0
Surrounding States	Colorado	Argosy University-Denver	First major	Education	'13'	Master's degree	5	5	0	0	0	0	5
Surrounding States	Colorado	Aspen University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	6	6	0	1	0	2	3
Surrounding States	Colorado	Aspen University	First major	Education	'13'	Master's degree	7	7	1	1	1	2	2
Surrounding States	Nevada	University of Nevada-Las Vegas	First major	Education	'13'	Bachelor's degree	255	237	2	12	25	35	163
Surrounding States	Nevada	University of Nevada-Las Vegas	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	27	25	0	2	4	1	18
Surrounding States	Nevada	University of Nevada-Las Vegas	First major	Education	'13'	Master's degree	519	468	1	38	41	56	332
Surrounding States	Nevada	University of Nevada-Reno	First major	Education	'13'	Bachelor's degree	160	155	3	2	1	19	130
Surrounding States	Nevada	University of Nevada-Reno	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	16	12	0	1	1	1	9
Surrounding States	Nevada	University of Nevada-Reno	First major	Education	'13'	Master's degree	166	159	0	1	3	10	145
Surrounding States	Nevada	University of Nevada-Reno	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	1	0
Surrounding States	Nevada	Great Basin College	First major	Education	'13'	Bachelor's degree	17	16	0	0	0	2	14
Surrounding States	Nevada	Sierra Nevada College	First major	Education	'13'	Master's degree	160	131	1	6	3	5	116
Surrounding States	Nevada	University of Phoenix-Las Vegas Campus	First major	Education	'13'	Bachelor's degree	26	19	0	0	1	0	18
Surrounding States	Nevada	University of Phoenix-Las Vegas Campus	First major	Education	'13'	Master's degree	166	132	1	3	20	14	94
Surrounding States	Nevada	Nevada State College	First major	Education	'13'	Bachelor's degree	59	59	0	1	1	13	44
Surrounding States	Nevada	University of Phoenix-Northern Nevada Campus	First major	Education	'13'	Bachelor's degree	13	10	1	0	0	0	9
Surrounding States	Nevada	University of Phoenix-Northern Nevada Campus	First major	Education	'13'	Master's degree	38	29	1	2	0	3	23
Surrounding States	Utah	Brigham Young University	First major	Education	'13'	Bachelor's degree	595	574	2	9	0	26	537
Surrounding States	Utah	Brigham Young University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	14	12	0	0	0	0	12
Surrounding States	Utah	Brigham Young University	First major	Education	'13'	Master's degree	94	78	0	1	0	0	77
Surrounding States	Utah	Brigham Young University	Second major	Education	'13'	Bachelor's degree	9	9	0	0	0	0	9
Surrounding States	Utah	Dixie State College of Utah	First major	Education	'13'	Bachelor's degree	51	51	0	0	0	0	51
Surrounding States	Utah	Southern Utah University	First major	Education	'13'	Bachelor's degree	161	157	2	5	2	5	143
Surrounding States	Utah	Southern Utah University	First major	Education	'13'	Master's degree	216	213	1	3	1	4	204
Surrounding States	Utah	Utah State University	First major	Education	'13'	Bachelor's degree	405	390	2	3	2	7	376
Surrounding States	Utah	Utah State University	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	27	23	0	1	2	0	20
Surrounding States	Utah	Utah State University	First major	Education	'13'	Master's degree	173	155	0	5	1	3	146
Surrounding States	Utah	Utah Valley University	First major	Education	'13'	Bachelor's degree	247	245	0	0	1	5	239
Surrounding States	Utah	Utah Valley University	First major	Education	'13'	Master's degree	11	11	0	0	0	1	10
Surrounding States	Utah	University of Utah	First major	Education	'13'	Bachelor's degree	82	74	1	1	1	2	69

binomial analyses education degrees awarded by race ethnicity 2010

Region	State	Institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	Utah	University of Utah	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	14	13	0	0	0	2	11
Surrounding States	Utah	University of Utah	First major	Education	'13'	Master's degree	108	99	1	5	0	13	80
Surrounding States	Utah	Weber State University	First major	Education	'13'	Bachelor's degree	235	189	1	5	1	3	179
Surrounding States	Utah	Weber State University	First major	Education	'13'	Master's degree	31	21	0	0	1	0	20
Surrounding States	Utah	Westminster College	First major	Education	'13'	Bachelor's degree	15	15	0	0	0	3	12
Surrounding States	Utah	Westminster College	First major	Education	'13'	Master's degree	63	56	0	1	1	1	53
Surrounding States	Utah	Westminster College	Second major	Education	'13'	Master's degree	3	3	0	0	0	0	3
Surrounding States	Utah	Westminster College	First major	Education	'13'	Master's degree	31	20	0	0	0	0	20
Surrounding States	Utah	University of Phoenix-Utah Campus	First major	Education	'13'	Master's degree	176	133	0	3	1	8	121
Surrounding States	Utah	Western Governors University	First major	Education	'13'	Bachelor's degree	472	472	0	0	0	0	472
Surrounding States	Utah	Western Governors University	First major	Education	'13'	Master's degree	494	494	0	0	69	0	425
Surrounding States	Utah	Argosy University-Salt Lake City	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	0	0	0	0	0	0	0
Surrounding States	Utah	Argosy University-Salt Lake City	First major	Education	'13'	Master's degree	18	15	0	0	0	0	15
Surrounding States	Utah	Strayer University-Utah	First major	Education	'13'	Master's degree	1	0	0	0	0	0	0
Alaska	Alaska	University of Alaska Anchorage	First major	Education	'13'	Bachelor's degree	47	46	1	3	0	1	41
Alaska	Alaska	University of Alaska Anchorage	First major	Education	'13'	Master's degree	106	100	3	2	3	4	88
Alaska	Alaska	University of Alaska Fairbanks	First major	Education	'13'	Bachelor's degree	14	13	3	0	0	0	10
Alaska	Alaska	University of Alaska Fairbanks	First major	Education	'13'	Master's degree	29	29	5	0	1	1	22
Alaska	Alaska	University of Alaska Southeast	First major	Education	'13'	Bachelor's degree	5	4	1	0	0	0	3
Alaska	Alaska	University of Alaska Southeast	First major	Education	'13'	Master's degree	92	79	6	1	0	1	71
Alaska	Alaska	Alaska Pacific University	First major	Education	'13'	Bachelor's degree	6	6	0	0	1	0	5
Alaska	Alaska	Alaska Pacific University	First major	Education	'13'	Master's degree	0	0	0	0	0	0	0
Hawaii	Hawaii	Chaminade University of Honolulu	First major	Education	'13'	Bachelor's degree	59	45	0	29	4	1	11
Hawaii	Hawaii	Chaminade University of Honolulu	First major	Education	'13'	Master's degree	101	83	0	44	1	1	37
Hawaii	Hawaii	University of Hawaii at Hilo	First major	Education	'13'	Master's degree	12	12	0	9	0	0	3
Hawaii	Hawaii	University of Hawaii at Manoa	First major	Education	'13'	Bachelor's degree	148	147	1	114	0	2	30
Hawaii	Hawaii	University of Hawaii at Manoa	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	12	9	0	2	1	0	6
Hawaii	Hawaii	University of Hawaii at Manoa	First major	Education	'13'	Master's degree	319	291	1	179	4	10	97
Hawaii	Hawaii	Hawaii Pacific University	First major	Education	'13'	Bachelor's degree	8	4	0	1	0	1	2
Hawaii	Hawaii	Hawaii Pacific University	First major	Education	'13'	Master's degree	26	19	0	6	0	1	12
Hawaii	Hawaii	University of Hawaii-West Oahu	First major	Education	'13'	Bachelor's degree	6	6	0	1	0	0	5
Hawaii	Hawaii	Brigham Young University-Hawaii	First major	Education	'13'	Bachelor's degree	56	35	0	20	0	4	11
Hawaii	Hawaii	Brigham Young University-Hawaii	Second major	Education	'13'	Bachelor's degree	3	2	0	2	0	0	0
Hawaii	Hawaii	Argosy University-Hawaii	First major	Education	'13'	Doctor's degree - research/scholarship (new degree classification)	2	2	0	2	0	0	0
Hawaii	Hawaii	Argosy University-Hawaii	First major	Education	'13'	Master's degree	2	2	0	1	0	0	1
Hawaii	Hawaii	University of Phoenix-Hawaii Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Hawaii	Hawaii	University of Phoenix-Hawaii Campus	First major	Education	'13'	Master's degree	42	27	0	18	1	0	8
United States	United States	All		Education	'13'	Bachelor's degree	101265	100279	898	1990	6808	6109	84474

binomial analyses education degrees awarded by race ethnicity 2010

Region	State	institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
United States	United States	All		Education	'13'	Master's degree	178564	173504	1064	4919	18697	12451	136373
United States	United States	All		Education	'13'	Doctor's degree	9233	8602	45	351	1595	489	6122
AZ, CA, NM, TX	AZ, CA, NM, TX						47037	37934	459	2199	3795	8674	22807



PRIVILEGED AND CONFIDENTIAL  
Prepared at the Request of Counsel

PRELIMINARY  
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### Analysis of the Racial/Ethnic Composition of TUSD Teachers

#### Availability Rate Derived From US DOE NCES 2010 Integrated Post Secondary Education Data System (2010 Bachelor's Education Graduates)<sup>1</sup>

##### Hispanic v. All Others

Geographic Area	Hispanic Availability Rate	Total Number of TUSD Teachers	Expected Number of TUSD Hispanic Teachers	Actual Number of TUSD Hispanic Teachers	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Arizona	20.58%	2,936	604.2	741	136.8	6.2 *
AZ, CA, NM, TX	32.17%	2,936	944.6	741	-203.6	-8.0 *
Surrounding states <sup>2</sup>	25.53%	2,936	749.6	741	-8.6	-0.4
48 states	6.10%	2,936	179.1	741	561.9	43.3 *

##### Black v. All Others

Geographic Area	Black Availability Rate	Total Number of TUSD Teachers	Expected Number of TUSD Black Teachers	Actual Number of TUSD Black Teachers	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Arizona	2.09%	2,936	61.4	86	24.6	3.2 *
AZ, CA, NM, TX	4.68%	2,936	137.5	86	-51.5	-4.5 *
Surrounding states <sup>2</sup>	4.17%	2,936	122.4	86	-36.4	-3.4 *
48 states	6.80%	2,936	199.8	86	-113.8	-8.3 *

<sup>1</sup>Excludes University of Phoenix - Online Campus.

<sup>2</sup>California, Nevada, Utah, Colorado, New Mexico and Texas

\* Statistically Significant.

binomial analyses education bachelor's degrees awarded by race ethnicity 2010

Region	State	Institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Arizona	Arizona	American Indian College of the Assemblies of God Inc	First major	Education	'13'	Bachelor's degree	2	2	0	2	0	0	0
Arizona	Arizona	Arizona State University	First major	Education	'13'	Bachelor's degree	963	912	27	24	18	192	651
Arizona	Arizona	Arizona State University	Second major	Education	'13'	Bachelor's degree	32	32	0	1	1	6	24
Arizona	Arizona	University of Arizona	First major	Education	'13'	Bachelor's degree	356	337	9	10	11	76	231
Arizona	Arizona	University of Arizona	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Arizona	Arizona	Grand Canyon University	First major	Education	'13'	Bachelor's degree	161	45	0	0	5	2	38
Arizona	Arizona	Grand Canyon University	Second major	Education	'13'	Bachelor's degree	2	1	0	0	0	0	1
Arizona	Arizona	Dine College	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Arizona	Arizona	Northern Arizona University	First major	Education	'13'	Bachelor's degree	584	571	23	10	5	112	421
Arizona	Arizona	Northern Arizona University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Arizona	Arizona	Ottawa University-Phoenix	First major	Education	'13'	Bachelor's degree	93	78	1	0	1	16	60
Arizona	Arizona	University of Phoenix-Phoenix-Hohokam Campus	First major	Education	'13'	Bachelor's degree	28	18	0	0	0	4	14
Arizona	Arizona	Prescott College	First major	Education	'13'	Bachelor's degree	84	77	1	0	2	22	52
Arizona	Arizona	Prescott College	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Arizona	Arizona	Arizona Christian University	First major	Education	'13'	Bachelor's degree	15	15	0	0	1	1	13
Arizona	Arizona	University of Phoenix-Online Campus	First major	Education	'13'	Bachelor's degree	70	48	1	0	3	3	41
Arizona	Arizona	University of Phoenix-Southern Arizona Campus	First major	Education	'13'	Bachelor's degree	10	9	0	0	0	2	7
Arizona	Arizona	International Baptist College	First major	Education	'13'	Bachelor's degree	5	5	0	0	0	0	5
Surrounding States	California	Northcentral University	First major	Education	'13'	Bachelor's degree	5	0	0	0	0	0	0
Surrounding States	California	Azusa Pacific University	First major	Education	'13'	Bachelor's degree	24	21	0	0	1	2	18
Surrounding States	California	Bethany University	First major	Education	'13'	Bachelor's degree	8	8	0	0	0	4	4
Surrounding States	California	Bethesda Christian University	First major	Education	'13'	Bachelor's degree	6	6	1	0	1	0	0
Surrounding States	California	Biola University	First major	Education	'13'	Bachelor's degree	44	41	0	6	0	1	34
Surrounding States	California	California Baptist University	First major	Education	'13'	Bachelor's degree	20	19	0	1	1	3	14
Surrounding States	California	California Polytechnic State University-San Luis Obispo	First major	Education	'13'	Bachelor's degree	81	72	0	3	0	8	61
Surrounding States	California	California Polytechnic State University-San Luis Obispo	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	California	California State University-Bakersfield	First major	Education	'13'	Bachelor's degree	71	61	0	2	3	35	21
Surrounding States	California	California State University-Bakersfield	Second major	Education	'13'	Bachelor's degree	2	2	0	0	0	2	0
Surrounding States	California	California State University-Stanislaus	First major	Education	'13'	Bachelor's degree	32	21	0	3	1	6	11
Surrounding States	California	California State University-San Bernardino	First major	Education	'13'	Bachelor's degree	14	12	0	0	2	3	7
Surrounding States	California	California State Polytechnic University-Pomona	First major	Education	'13'	Bachelor's degree	4	0	0	0	0	0	0
Surrounding States	California	California State University-Chico	First major	Education	'13'	Bachelor's degree	57	43	0	5	1	8	29
Surrounding States	California	California State University-Chico	Second major	Education	'13'	Bachelor's degree	15	12	0	1	0	2	9
Surrounding States	California	California State University-Dominguez Hills	First major	Education	'13'	Bachelor's degree	13	10	0	0	0	8	2
Surrounding States	California	California State University-Fresno	First major	Education	'13'	Bachelor's degree	101	83	1	6	4	27	45
Surrounding States	California	California State University-Fresno	Second major	Education	'13'	Bachelor's degree	2	1	0	0	0	1	0

binomial analyses education bachelor's degrees awarded by race ethnicity 2010

Region	State	Institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	California	California State University-Fullerton	First major	Education	'13'	Bachelor's degree	387	341	2	55	7	127	150
Surrounding States	California	California State University-Fullerton	Second major	Education	'13'	Bachelor's degree	1	1	0	1	0	0	0
Surrounding States	California	California State University-Long Beach	First major	Education	'13'	Bachelor's degree	259	182	4	7	20	48	103
Surrounding States	California	California State University-Los Angeles	First major	Education	'13'	Bachelor's degree	183	119	0	23	5	80	11
Surrounding States	California	California State University-Northridge	First major	Education	'13'	Bachelor's degree	222	161	1	13	11	71	65
Surrounding States	California	California State University-Northridge	Second major	Education	'13'	Bachelor's degree	10	5	0	1	0	1	3
Surrounding States	California	California State University-Sacramento	First major	Education	'13'	Bachelor's degree	210	180	0	37	11	30	102
Surrounding States	California	California State University-Sacramento	Second major	Education	'13'	Bachelor's degree	4	4	0	0	0	2	2
Surrounding States	California	University of California-San Diego	First major	Education	'13'	Bachelor's degree	7	6	2	1	0	1	2
Surrounding States	California	Chapman University	First major	Education	'13'	Bachelor's degree	6	5	0	1	0	0	4
Surrounding States	California	Chapman University	Second major	Education	'13'	Bachelor's degree	4	4	0	0	0	0	4
Surrounding States	California	Fresno Pacific University	First major	Education	'13'	Bachelor's degree	115	108	1	3	3	42	59
Surrounding States	California	Fresno Pacific University	Second major	Education	'13'	Bachelor's degree	2	2	0	0	0	0	2
Surrounding States	California	Humboldt State University	First major	Education	'13'	Bachelor's degree	9	9	0	1	0	2	6
Surrounding States	California	Humphreys College-Stockton and Modesto Campuses	First major	Education	'13'	Bachelor's degree	27	26	0	3	7	14	2
Surrounding States	California	Humphreys College-Stockton and Modesto Campuses	Second major	Education	'13'	Bachelor's degree	1	1	0	0	1	0	0
Surrounding States	California	University of La Verne	First major	Education	'13'	Bachelor's degree	12	11	1	0	0	5	5
Surrounding States	California	La Sierra University	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	California	The Master's College and Seminary	First major	Education	'13'	Bachelor's degree	5	5	0	0	0	0	5
Surrounding States	California	Mount St. Mary's College	First major	Education	'13'	Bachelor's degree	10	10	0	1	0	9	0
Surrounding States	California	National University	First major	Education	'13'	Bachelor's degree	100	77	1	6	8	22	40
Surrounding States	California	Hope International University	First major	Education	'13'	Bachelor's degree	5	4	0	0	0	1	3
Surrounding States	California	Pacific Union College	First major	Education	'13'	Bachelor's degree	11	11	0	2	0	2	7
Surrounding States	California	University of the Pacific	First major	Education	'13'	Bachelor's degree	29	26	1	6	3	2	14
Surrounding States	California	Pepperdine University	First major	Education	'13'	Bachelor's degree	10	9	0	0	0	0	9
Surrounding States	California	Pepperdine University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	California	Pitzer College	First major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	California	Point Loma Nazarene University	First major	Education	'13'	Bachelor's degree	5	4	0	1	0	0	3
Surrounding States	California	Point Loma Nazarene University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	California	University of Redlands	First major	Education	'13'	Bachelor's degree	9	5	0	1	1	0	3
Surrounding States	California	San Diego State University	First major	Education	'13'	Bachelor's degree	156	138	1	27	6	34	70
Surrounding States	California	San Diego State University	Second major	Education	'13'	Bachelor's degree	2	2	0	0	0	0	2
Surrounding States	California	San Francisco State University	First major	Education	'13'	Bachelor's degree	249	207	0	92	12	48	55
Surrounding States	California	San Francisco State University	Second major	Education	'13'	Bachelor's degree	4	2	0	2	0	0	0
Surrounding States	California	William Jessup University	First major	Education	'13'	Bachelor's degree	6	6	0	0	0	2	4
Surrounding States	California	William Jessup University	Second major	Education	'13'	Bachelor's degree	4	4	0	0	0	0	4
Surrounding States	California	San Jose State University	First major	Education	'13'	Bachelor's degree	157	132	0	31	3	28	70
Surrounding States	California	San Jose State University	Second major	Education	'13'	Bachelor's degree	1	0	0	0	0	0	0



binomial analyses education bachelor's degrees awarded by race ethnicity 2010

Region	State	Institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	California	Shasta Bible College and Graduate School	First major	Education	'13'	Bachelor's degree	2	2	0	0	0	0	2
Surrounding States	California	Simpson University	First major	Education	'13'	Bachelor's degree	6	6	0	0	0	0	6
Surrounding States	California	Vanguard University of Southern California	First major	Education	'13'	Bachelor's degree	28	26	0	0	0	5	21
Surrounding States	California	University of Southern California	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	California	Brandsman University- Part of the Chapman University System	First major	Education	'13'	Bachelor's degree	21	19	1	1	2	7	8
Surrounding States	California	University of Phoenix-San Diego Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	California	University of Phoenix-Bay Area Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	California	University of Phoenix-Southern California Campus	First major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	California	University of Phoenix-Sacramento Valley Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	California	California State University-Channel Islands	First major	Education	'13'	Bachelor's degree	11	10	0	1	1	6	2
Surrounding States	California	University of Phoenix-Central Valley Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	California	University of the West	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	California	Providence Christian College	First major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	New Mexico	Eastern New Mexico University- Main Campus	First major	Education	'13'	Bachelor's degree	90	89	2	0	4	37	46
Surrounding States	New Mexico	Eastern New Mexico University- Main Campus	Second major	Education	'13'	Bachelor's degree	1	1	1	0	0	0	0

binomial analyses education bachelor's degrees awarded by race ethnicity 2010

Region	State	institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	New Mexico	New Mexico Highlands University	First major	Education	'13'	Bachelor's degree	110	104	3	0	2	64	35
Surrounding States	New Mexico	New Mexico Highlands University	Second major	Education	'13'	Bachelor's degree	17	16	0	0	0	9	7
Surrounding States	New Mexico	University of New Mexico-Main Campus	First major	Education	'13'	Bachelor's degree	338	330	27	5	7	138	153
Surrounding States	New Mexico	University of New Mexico-Main Campus	Second major	Education	'13'	Bachelor's degree	23	23	2	2	0	8	11
Surrounding States	New Mexico	New Mexico State University-Main Campus	First major	Education	'13'	Bachelor's degree	255	232	7	1	7	121	96
Surrounding States	New Mexico	New Mexico State University-Main Campus	Second major	Education	'13'	Bachelor's degree	16	15	0	0	1	9	5
Surrounding States	New Mexico	Northern New Mexico College	First major	Education	'13'	Bachelor's degree	15	15	2	0	0	12	1
Surrounding States	New Mexico	Santa Fe University of Art and Design	First major	Education	'13'	Bachelor's degree	6	0	0	0	0	0	0
Surrounding States	New Mexico	University of the Southwest	First major	Education	'13'	Bachelor's degree	24	24	0	0	0	9	15
Surrounding States	New Mexico	Western New Mexico University	First major	Education	'13'	Bachelor's degree	27	25	0	0	0	14	11
Surrounding States	New Mexico	Western New Mexico University	Second major	Education	'13'	Bachelor's degree	2	2	0	0	0	1	1
Surrounding States	New Mexico	University of Phoenix-Albuquerque Campus	First major	Education	'13'	Bachelor's degree	24	16	0	0	0	14	2
Surrounding States	Texas	Abilene Christian University	First major	Education	'13'	Bachelor's degree	86	83	1	1	3	6	72
Surrounding States	Texas	Abilene Christian University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	Arlington Baptist College	First major	Education	'13'	Bachelor's degree	33	32	0	2	0	2	28
Surrounding States	Texas	Baylor University	First major	Education	'13'	Bachelor's degree	149	145	0	4	6	10	125
Surrounding States	Texas	Concordia University Texas	First major	Education	'13'	Bachelor's degree	17	17	0	0	0	1	16
Surrounding States	Texas	Texas A & M University-Corpus Christi	First major	Education	'13'	Bachelor's degree	15	15	1	0	2	5	7
Surrounding States	Texas	Dallas Baptist University	First major	Education	'13'	Bachelor's degree	24	23	1	0	1	0	21
Surrounding States	Texas	Dallas Baptist University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	Dallas Christian College	First major	Education	'13'	Bachelor's degree	5	5	0	0	0	0	5

binomial analyses education bachelor's degrees awarded by race ethnicity 2010

Region	State	Institution name	major	field	cipcode	Degree	total	Sum of Race Categories	Indian	pacific	black	hispanic	white
Surrounding States	Texas	Dallas Christian College	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	1	0
Surrounding States	Texas	University of Dallas	First major	Education	'13'	Bachelor's degree	10	9	0	1	0	0	0
Surrounding States	Texas	East Texas Baptist University	First major	Education	'13'	Bachelor's degree	40	40	0	0	2	1	37
Surrounding States	Texas	Texas A & M University-Commerce	First major	Education	'13'	Bachelor's degree	27	27	0	0	3	0	24
Surrounding States	Texas	Hardin-Simmons University	First major	Education	'13'	Bachelor's degree	54	53	0	0	1	4	48
Surrounding States	Texas	Hardin-Simmons University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	Texas	Houston Baptist University	First major	Education	'13'	Bachelor's degree	32	31	0	2	2	10	17
Surrounding States	Texas	Houston Baptist University	Second major	Education	'13'	Bachelor's degree	11	11	0	1	0	7	3
Surrounding States	Texas	Howard Payne University	First major	Education	'13'	Bachelor's degree	37	33	1	0	0	3	29
Surrounding States	Texas	Howard Payne University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	Texas	University of the Incarnate Word	First major	Education	'13'	Bachelor's degree	78	70	1	1	6	39	23
Surrounding States	Texas	Jarvis Christian College	First major	Education	'13'	Bachelor's degree	16	16	2	0	13	1	0
Surrounding States	Texas	Jarvis Christian College	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	Texas A & M International University	First major	Education	'13'	Bachelor's degree	207	203	1	1	0	201	0
Surrounding States	Texas	LeTourneau University	First major	Education	'13'	Bachelor's degree	224	222	3	3	56	22	138
Surrounding States	Texas	LeTourneau University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	Lubbock Christian University	First major	Education	'13'	Bachelor's degree	61	61	0	0	0	6	55
Surrounding States	Texas	University of Mary Hardin-Baylor	First major	Education	'13'	Bachelor's degree	81	80	1	0	5	7	67
Surrounding States	Texas	McMurry University	First major	Education	'13'	Bachelor's degree	51	47	0	0	3	5	39
Surrounding States	Texas	McMurry University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	Midwestern State University	First major	Education	'13'	Bachelor's degree	67	65	1	0	3	7	54
Surrounding States	Texas	Our Lady of the Lake University-San Antonio	First major	Education	'13'	Bachelor's degree	31	31	0	0	1	27	3
Surrounding States	Texas	Paul Quinn College	First major	Education	'13'	Bachelor's degree	15	15	0	0	14	1	0
Surrounding States	Texas	Saint Edward's University	Second major	Education	'13'	Bachelor's degree	43	43	0	0	1	16	26
Surrounding States	Texas	University of St Thomas	First major	Education	'13'	Bachelor's degree	12	9	0	2	0	4	3
Surrounding States	Texas	Schreiner University	First major	Education	'13'	Bachelor's degree	18	17	0	0	0	2	15
Surrounding States	Texas	St Mary's University	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0

binomial analyses education bachelor's degrees awarded by race ethnicity 2010

Region	State	Institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	Texas	Southern Methodist University	First major	Education	'13'	Bachelor's degree	7	7	0	0	0	0	7
Surrounding States	Texas	Southern Methodist University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	Texas	Southwestern Assemblies of God University	First major	Education	'13'	Bachelor's degree	49	49	0	0	3	8	38
Surrounding States	Texas	Southwestern University	First major	Education	'13'	Bachelor's degree	18	18	0	0	1	3	14
Surrounding States	Texas	Stephen F Austin State University	First major	Education	'13'	Bachelor's degree	3	3	0	0	0	0	3
Surrounding States	Texas	Southwestern Adventist University	First major	Education	'13'	Bachelor's degree	21	17	0	0	1	2	14
Surrounding States	Texas	The University of Texas at El Paso	First major	Education	'13'	Bachelor's degree	435	425	0	2	6	382	35
Surrounding States	Texas	Texas Christian University	First major	Education	'13'	Bachelor's degree	107	104	1	3	6	18	76
Surrounding States	Texas	Texas College	First major	Education	'13'	Bachelor's degree	15	15	0	0	7	8	0
Surrounding States	Texas	Texas Lutheran University	First major	Education	'13'	Bachelor's degree	19	19	0	0	2	5	12
Surrounding States	Texas	Texas Lutheran University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	Texas Wesleyan University	First major	Education	'13'	Bachelor's degree	49	47	2	0	4	11	30
Surrounding States	Texas	Trinity University	First major	Education	'13'	Bachelor's degree	15	11	0	0	0	2	9
Surrounding States	Texas	Trinity University	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1
Surrounding States	Texas	Wayland Baptist University	First major	Education	'13'	Bachelor's degree	56	54	0	0	3	9	42
Surrounding States	Texas	Wayland Baptist University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	West Texas A & M University	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0

binomial analyses education bachelor's degrees awarded by race ethnicity 2010

Region	State	Institution name	major	field	cipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	Texas	Wiley College	First major	Education	'13'	Bachelor's degree	15	15	0	0	15	0	0
Surrounding States	Texas	University of Phoenix-Dallas Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	University of Phoenix-Houston Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Texas	University of Phoenix-San Antonio Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	University of Colorado Boulder	First major	Education	'13'	Bachelor's degree	11	10	0	0	0	0	10
Surrounding States	Colorado	University of Colorado Boulder	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	Colorado Christian University	First major	Education	'13'	Bachelor's degree	80	71	0	0	2	7	62
Surrounding States	Colorado	Colorado State University	First major	Education	'13'	Bachelor's degree	8	8	1	0	0	0	7
Surrounding States	Colorado	Colorado State University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	Metropolitan State College of Denver	First major	Education	'13'	Bachelor's degree	39	39	0	0	0	7	32
Surrounding States	Colorado	Metropolitan State College of Denver	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	Naropa University	First major	Education	'13'	Bachelor's degree	6	6	0	0	0	1	5
Surrounding States	Colorado	Naropa University	Second major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	University of Northern Colorado	First major	Education	'13'	Bachelor's degree	67	65	1	2	1	4	57
Surrounding States	Colorado	University of Northern Colorado	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	1



binomial analyses education bachelor's degrees awarded by race ethnicity 2010

Region	State	institution name	major	field	zipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	Colorado	Regis University	First major	Education	'13'	Bachelor's degree	4	3	0	0	1	2	0
Surrounding States	Colorado	Rocky Mountain College of Art and Design	First major	Education	'13'	Bachelor's degree	10	9	0	0	0	0	9
Surrounding States	Colorado	University of Phoenix-Colorado Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Colorado	Johnson & Wales University-Denver	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
Surrounding States	Nevada	University of Nevada-Las Vegas	First major	Education	'13'	Bachelor's degree	255	237	2	12	25	35	163
Surrounding States	Nevada	University of Nevada-Reno	First major	Education	'13'	Bachelor's degree	160	155	3	2	1	19	130
Surrounding States	Nevada	University of Nevada-Reno	Second major	Education	'13'	Bachelor's degree	1	1	0	0	0	0	0
Surrounding States	Nevada	Great Basin College	First major	Education	'13'	Bachelor's degree	17	16	0	0	0	2	14
Surrounding States	Nevada	University of Phoenix-Las Vegas Campus	First major	Education	'13'	Bachelor's degree	26	19	0	0	1	0	18
Surrounding States	Nevada	Nevada State College	First major	Education	'13'	Bachelor's degree	59	59	0	1	1	13	44
Surrounding States	Nevada	University of Phoenix-Northern Nevada Campus	First major	Education	'13'	Bachelor's degree	13	10	1	0	0	0	9
Surrounding States	Utah	Brigham Young University	First major	Education	'13'	Bachelor's degree	595	574	2	9	0	26	537
Surrounding States	Utah	Brigham Young University	Second major	Education	'13'	Bachelor's degree	9	9	0	0	0	0	9
Surrounding States	Utah	Dixie State College of Utah	First major	Education	'13'	Bachelor's degree	51	51	0	0	0	0	51
Surrounding States	Utah	Southern Utah University	First major	Education	'13'	Bachelor's degree	161	157	2	5	2	5	143
Surrounding States	Utah	Utah State University	First major	Education	'13'	Bachelor's degree	405	390	2	3	2	7	376
Surrounding States	Utah	Utah Valley University	First major	Education	'13'	Bachelor's degree	247	245	0	0	1	5	239
Surrounding States	Utah	University of Utah	First major	Education	'13'	Bachelor's degree	82	74	1	1	1	2	69
Surrounding States	Utah	Weber State University	First major	Education	'13'	Bachelor's degree	235	189	1	5	1	3	179
Surrounding States	Utah	Westminster College	First major	Education	'13'	Bachelor's degree	15	15	0	0	0	3	12

binomial analyses education bachelor's degrees awarded by race ethnicity 2010

Region	State	institution name	major	field	zipcode	Degree	total	Sum of Race Categories	indian	pacific	black	hispanic	white
Surrounding States	Utah	Westminster College	Second major	Education	'13'	Bachelor's degree	3	3	0	0	0	0	3
Surrounding States	Utah	University of Phoenix-Utah Campus	First major	Education	'13'	Bachelor's degree	31	20	0	0	0	0	20
Surrounding States	Utah	Western Governors University	First major	Education	'13'	Bachelor's degree	472	472	0	0	0	0	472
Alaska	Alaska	University of Alaska Anchorage	First major	Education	'13'	Bachelor's degree	47	46	1	3	0	1	41
Alaska	Alaska	University of Alaska Fairbanks	First major	Education	'13'	Bachelor's degree	14	13	3	0	0	0	10
Alaska	Alaska	University of Alaska Southeast	First major	Education	'13'	Bachelor's degree	5	4	1	0	0	0	3
Alaska	Alaska	Alaska Pacific University	First major	Education	'13'	Bachelor's degree	6	6	0	0	1	0	5
Hawaii	Hawaii	Chaminade University of Honolulu	First major	Education	'13'	Bachelor's degree	59	45	0	29	4	1	11
Hawaii	Hawaii	University of Hawaii at Manoa	First major	Education	'13'	Bachelor's degree	148	147	1	114	0	2	30
Hawaii	Hawaii	Hawaii Pacific University	First major	Education	'13'	Bachelor's degree	8	4	0	1	0	1	2
Hawaii	Hawaii	University of Hawaii-West Oahu	First major	Education	'13'	Bachelor's degree	6	6	0	1	0	0	5
Hawaii	Hawaii	Brigham Young University-Hawaii	First major	Education	'13'	Bachelor's degree	56	35	0	20	0	4	11
Hawaii	Hawaii	Brigham Young University-Hawaii	Second major	Education	'13'	Bachelor's degree	3	2	0	2	0	0	0
Hawaii	Hawaii	University of Phoenix-Hawaii Campus	First major	Education	'13'	Bachelor's degree	0	0	0	0	0	0	0
United States	United States	All		Education	'13'	Bachelor's degree	101265	100279	898	1990	6808	6109	84474
AZ, CA, NM, TX	AZ, CA, NM, TX						8409	7520	138	423	353	2407	4199



PRIVILEGED AND CONFIDENTIAL  
Prepared at the Request of Counsel

PRELIMINARY  
October 15, 2012

**Analysis of the Racial/Ethnic Composition of TUSD Principals**  
**Availability Rates Derived From US DOE NCES Schools and Staffing Surveys (SASS)**  
**"Public School Principal Data File" 2007 - 2008**

**Hispanic v. All Others**

Geographic Area	Hispanic Availability Rate	Total Number of TUSD Principals	Expected Number of TUSD Hispanic Principals	Actual Number of TUSD Hispanic Principals	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Arizona	10.78%	87	9.4	31	21.6	7.5 *
AZ, CA, NM, TX	18.94%	87	16.5	31	14.5	4.0 *
United States	6.49%	87	5.6	31	25.4	11.0 *

\* Statistically significant.

[http://nces.ed.gov/surveys/sass/tables\\_list\\_2009323.asp](http://nces.ed.gov/surveys/sass/tables_list_2009323.asp)

## National Center for Education Statistics

Table 2. Number of public school principals and percentage distribution of school principals, by race/ethnicity and state: 2007-08

State	Total number of principals	Race/ethnicity			
		Hispanic, regardless of race	White, non-Hispanic	Black, non-Hispanic	Other <sup>1</sup>
United States	90,470	6.5	80.9	10.6	2.0
Arizona	1,910	10.8 !	87.1	±	±
California	9,170	17.2	73.4	4.8 !	4.7 !
Colorado	1,600	8.2 !	86.9	±	±
Nevada	540	±	88.3	4.6 !	3.4 !
New Mexico	710	37.4	57.9	±	±
Texas	8,300	21.2	68.2	9.2 !	±
Utah	900	±	97.4	±	±

# Rounds to zero.

! Interpret data with caution. The standard error for this estimate is equal to 30 percent or more of the estimate's value.

± Reporting standards not met.

<sup>1</sup> Other includes American Indian/Alaska Native, non-Hispanic; Asian, non-Hispanic; Native Hawaiian or Other Pacific Islander, non-Hispanic; or Two or more races, non-Hispanic.

NOTE: Black includes African American and Hispanic includes Latino. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey (SASS), "Public School Principal Data File," 2007-08.

PRIVILEGED AND CONFIDENTIAL  
Prepared at the Request of Counsel

PRELIMINARY  
October 15, 2012

### Analysis of the Racial/Ethnic Composition of TUSD Teachers

#### Availability Rates Derived From US DOE NCES Schools and Staffing Surveys (SASS) "Public School Teacher Data File" 2007 - 2008

##### Hispanic v. All Others

Geographic Area	Hispanic Availability Rate	Total Number of TUSD Teachers	Expected Number of TUSD Hispanic Teachers	Actual Number of TUSD Hispanic Teachers	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Arizona	13.90%	2,936	408.1	741	332.9	17.8 *
AZ, CA, NM, TX	21.26%	2,936	624.1	741	116.9	5.3 *
Surrounding states <sup>1</sup>	19.87%	2,936	583.3	741	157.7	7.3 *
United States	7.06%	2,936	207.2	741	533.8	38.5 *

##### Black v. All Others

Geographic Area	Black Availability Rate	Total Number of TUSD Teachers	Expected Number of TUSD Black Teachers	Actual Number of TUSD Black Teachers	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Arizona	2.50%	2,936	73.4	86	12.6	1.5
AZ, CA, TX	5.70%	2,936	167.5	86	-81.5	-6.5 *
United States	7.00%	2,936	205.5	86	-119.5	-8.6 *

<sup>1</sup>California, Nevada, Utah, Colorado, New Mexico and Texas

\* Statistically significant.

[http://nces.ed.gov/surveys/sass/tables\\_list\\_2009323.asp](http://nces.ed.gov/surveys/sass/tables_list_2009323.asp)

# National Center for Education Statistics

Table 2. Percentage distribution of public school teachers, by race/ethnicity and state: 2007-08

State	Total number of teachers	Race/ethnicity						
		White, non-Hispanic	Black, non-Hispanic	American Indian/Alaska Native, non-Hispanic	Asian, non-Hispanic	Native Hawaiian or other Pacific Islander, non-Hispanic	Hispanic, regardless of race	Two or more races, non-Hispanic <sup>1</sup>
United States	3,404,500	83.1	7.0	0.5	1.2	0.2	7.1	0.9
Arizona	66,500	78.7	2.5 !	2.0	±	±	13.9	2.0
California	310,000	70.5	4.4	±	4.2	0.8 !	18.1	1.1
Colorado	50,100	89.0	±	±	±	#	7.5	±
Nevada	23,700	83.2	±	±	±	±	6.4	±
New Mexico	22,700	58.1	±	2.1 !	±	±	35.8	2.6
Texas	340,400	66.4	7.9	±	±	#	24.6	±
Utah	27,200	96.2	±	±	±	±	2.0 !	±
# Rounds to zero								

! Interpret data with caution. The standard error for this estimate is equal to 30 percent or more of the estimate's value.

± Reporting standards not met.

<sup>1</sup> Two or more races, non-Hispanic includes all non-Hispanic respondents who selected more than one race.

NOTE: Teachers include both full-time and part-time teachers. Black includes African American and Hispanic includes Latino. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey (SASS), "Public School Teacher Data File," 2007-08.

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Prepared at the Request of Counsel

PRELIMINARY  
October 15, 2012

**Analysis of the Racial/Ethnic Composition of TUSD Administrators**  
**Availability Rates Derived From 2000 Census EEO Special File**  
**Education Administrators (Occupation Code 023)**

**Hispanic v. All Others**

Geographic Area	Hispanic Availability Rate	Total Number of TUSD Administrators	Expected Number of TUSD Hispanic Administrators	Actual Number of TUSD Hispanic Administrators	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Tucson MSA	20.37%	176	35.9	65	29.1	5.5 *
Arizona	12.81%	176	22.5	65	42.5	9.6 *
AZ, CA, NM,TX	16.21%	176	28.5	65	36.5	7.5 *
Surrounding states <sup>1</sup>	15.28%	176	26.9	65	38.1	8.0 *
48 states	5.90%	176	10.4	65	54.6	17.5 *

**Black v. All Others**

Geographic Area	Black Availability Rate	Total Number of TUSD Administrators	Expected Number of TUSD Black Administrators	Actual Number of TUSD Black Administrators	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Tucson MSA	2.91%	176	5.1	13	7.9	3.5 *
Arizona	3.30%	176	5.8	13	7.2	3.0 *
AZ, CA, NM,TX	8.99%	176	15.8	13	-2.8	-0.7
Surrounding states <sup>1</sup>	8.81%	176	15.5	13	-2.5	-0.7
48 states	11.97%	176	21.1	13	-8.1	-1.9

<sup>1</sup>California, Nevada, Utah, Colorado, New Mexico and Texas  
\* Statistically significant.

<http://www.census.gov/eo2000/index.html>

Region	Geography	Occupation	Sex	Sum of		White non-Hispanic	Hispanic	Black non-Hispanic	Asian non-Hispanic	NHOPI non-Hispanic	AIAN non-Hispanic	Black & White non-Hispanic	Asian & White non-Hispanic	AIAN & White non-Hispanic	AIAN & Black non-Hispanic	Balanc 2+ Races, non-Hispanic
				Reported Total	Race Categories											
Arizona	Arizona Fips=04	Education Administrators (023) SOC 11-9030	Total	11,510	11,514	8,935	1,475	380	105	19	430	0	25	55	20	70
Surrounding States	California Fips=06	Education Administrators (023) SOC 11-9030	Total*	80,505	80,519	54,300	11,975	6,710	5,085	144	400	165	310	435	105	890
Surrounding States	New Mexico Fips=35	Education Administrators (023) SOC 11-9030	Total	4,870	4,874	2,920	1,585	50	35	25	200	0	4	20	0	35
Surrounding States	Texas Fips=48	Education Administrators (023) SOC 11-9030	Total	54,030	54,029	36,850	9,430	6,425	750	20	200	0	69	110	10	165
Surrounding States	Utah Fips=49	Education Administrators (023) SOC 11-9030	Total	5,145	5,138	4,895	120	40	19	10	25	4	0	15	0	10
Surrounding States	Colorado Fips=08	Education Administrators (023) SOC 11-9030	Total	10,940	10,932	9,245	975	395	115	4	50	35	15	29	4	65
Surrounding States	Nevada Fips=32	Education Administrators (023) SOC 11-9030	Total	3,350	3,342	2,690	185	370	35	0	25	0	19	0	4	14
48 states	48 states	Education Administrators (023) SOC 11-9030	total	698,565	698,814	548,230	41,212	83,636	13,511	346	4,180	646	965	1,935	621	3,532
Tucson	Tucson, AZ MSA Fips=8520	Education Administrators (023) SOC 11-9030	Total	2,505	2,405	1,710	490	70	35	40	10	0	35	15	0	20
AZ, CA, NM, TX	AZ, CA, NM, TX	Education Administrators (023) SOC 11-9030	Total	150,915	150,936	103,005	24,465	13,565	5,975	208	1,230	165	408	620	135	1,160

PRIVILEGED AND CONFIDENTIAL  
Prepared at the Request of Counsel

PRELIMINARY  
October 15, 2012

**Analysis of the Racial/Ethnic Composition of TUSD Teachers**  
**Availability Rates Derived From 2000 Census EEO Special File, All Teachers<sup>1</sup>**

**Hispanic v. All Others**

Geographic Area	Hispanic Availability Rate	Total Number of TUSD Teachers	Expected Number of TUSD Hispanic Teachers	Actual Number of TUSD Hispanic Teachers	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Tucson MSA	19.10%	2,936	560.7	741	180.3	8.5 *
Arizona	11.77%	2,936	345.6	741	395.4	22.6 *
AZ, CA, NM,TX	15.59%	2,936	457.8	741	283.2	14.4 *
Surrounding states <sup>2</sup>	14.64%	2,936	429.8	741	311.2	16.2 *
48 states	5.59%	2,936	164.1	741	576.9	46.4 *

**Black v. All Others**

Geographic Area	Black Availability Rate	Total Number of TUSD Teachers	Expected Number of TUSD Black Teachers	Actual Number of TUSD Black Teachers	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Tucson MSA	1.55%	2,936	58.3	86	27.7	3.7 *
Arizona	2.08%	2,936	73.5	86	12.5	1.5
AZ, CA, NM,TX	6.75%	2,936	251.8	86	-165.8	-10.9 *
Surrounding states <sup>2</sup>	6.51%	2,936	238.6	86	-152.6	-10.3 *
48 states	9.01%	2,936	289.0	86	-203.0	-12.6 *

<sup>2</sup>California, Nevada, Utah, Colorado, New Mexico and Texas

\* Statistically significant.

<sup>1</sup>Teachers include Pre-school and Kindergarten (Census Occupation Code 023), Elementary and Middle School Teachers (231), Secondary School Teachers (232) and Special Education Teachers (233).

<http://www.census.gov/eo2000/index.html>



Region	Geography	Occupation	Sex	Reported	Sum of Race Categories	White	Hispanic	Black	Asian	NHOPI	AIAN	Black & White non-Hispanic	Asian & White non-Hispanic	AIAN & White non-Hispanic	AIAN & Black non-Hispanic	Balance 2+ Races, non-Hispanic
Arizona	Arizona Fips=04	Preschool and Kindergarten Teachers (230) SOC 25-2010	Total	6,575	6,573	4,580	1,230	235	110	10	290	30	4	20	4	60
Arizona	Arizona Fips=04	Elementary and Middle School Teachers (231) SOC 25-2020	Total	47,485	47,482	38,890	5,305	860	360	54	1,635	35	69	115	4	155
Arizona	Arizona Fips=04	Secondary School Teachers (232) SOC 25-2030	Total	12,655	12,654	10,565	1,320	285	110	15	245	0	20	34	0	60
Arizona	Arizona Fips=04	Special Education Teachers (233) SOC 25-2040	Total	2,740	2,739	2,230	320	65	10	0	80	0	0	4	0	30
Surrounding States	California Fips=06	Preschool and Kindergarten Teachers (230) SOC 25-2010	Total	48,685	48,683	28,510	10,790	4,035	3,700	69	310	94	255	110	0	30
Surrounding States	California Fips=06	Elementary and Middle School Teachers (231) SOC 25-2020	Total	333,705	333,715	241,425	45,425	19,025	18,420	435	1,240	505	1,305	1,845	305	690
Surrounding States	California Fips=06	Secondary School Teachers (232) SOC 25-2030	Total	80,310	80,315	62,120	9,145	3,020	3,835	100	315	130	365	425	50	3,785
Surrounding States	California Fips=06	Special Education Teachers (233) SOC 25-2040	Total	17,420	17,408	12,950	1,880	1,350	625	35	114	15	80	180	24	810
Surrounding States	New Mexico Fips=35	Preschool and Kindergarten Teachers (230) SOC 25-2010	Total	2,275	2,273	1,170	764	75	15	0	245	0	0	4	0	155
Surrounding States	New Mexico Fips=35	Elementary and Middle School Teachers (231) SOC 25-2020	Total	22,665	22,677	14,855	5,985	280	115	4	1,120	4	80	156	14	0
Surrounding States	New Mexico Fips=35	Secondary School Teachers (232) SOC 25-2030	Total	4,685	4,683	3,335	1,045	55	40	0	125	4	19	20	0	70
Surrounding States	New Mexico Fips=35	Special Education Teachers (233) SOC 25-2040	Total	1,450	1,449	1,010	335	10	0	0	69	0	0	0	0	40
Surrounding States	Texas Fips=48	Preschool and Kindergarten Teachers (230) SOC 25-2010	Total	34,545	34,533	22,155	6,870	4,550	495	24	50	30	45	105	25	25
Surrounding States	Texas Fips=48	Elementary and Middle School Teachers (231) SOC 25-2020	Total	277,560	277,570	196,255	49,855	25,880	2,385	60	935	115	280	880	45	184
Surrounding States	Texas Fips=48	Secondary School Teachers (232) SOC 25-2030	Total	58,775	58,776	44,720	8,295	4,265	545	4	315	4	115	310	8	880
Surrounding States	Texas Fips=48	Special Education Teachers (233) SOC 25-2040	Total	10,295	10,294	7,705	1,395	970	60	0	30	15	25	60	0	195
Surrounding States	Utah Fips=49	Preschool and Kindergarten Teachers (230) SOC 25-2010	Total	2,850	2,848	2,495	205	15	44	4	20	10	15	15	0	34
Surrounding States	Utah Fips=49	Elementary and Middle School Teachers (231) SOC 25-2020	Total	23,250	23,243	22,390	410	50	85	60	120	4	24	60	0	25
Surrounding States	Utah Fips=49	Secondary School Teachers (232) SOC 25-2030	Total	5,435	5,427	5,140	120	30	30	30	29	0	19	15	0	40
Surrounding States	Utah Fips=49	Special Education Teachers (233) SOC 25-2040	Total	1,385	1,388	1,295	60	0	15	4	10	0	0	0	0	14
Surrounding States	Colorado Fips=08	Preschool and Kindergarten Teachers (230) SOC 25-2010	Total	6,810	6,809	5,650	770	210	79	0	60	0	0	10	0	4
Surrounding States	Colorado Fips=08	Elementary and Middle School Teachers (231) SOC 25-2020	Total	45,630	45,623	40,705	3,220	855	325	24	155	0	60	145	4	30
Surrounding States	Colorado Fips=08	Secondary School Teachers (232) SOC 25-2030	Total	11,640	11,648	10,520	740	150	75	19	55	0	14	50	0	130
Surrounding States	Colorado Fips=08	Special Education Teachers (233) SOC 25-2040	Total	2,705	2,697	2,445	145	55	4	4	0	4	0	15	0	25
Surrounding States	Nevada Fips=32	Preschool and Kindergarten Teachers (230) SOC 25-2010	Total	1,890	1,889	1,429	220	135	45	0	10	0	10	10	0	25
Surrounding States	Nevada Fips=32	Elementary and Middle School Teachers (231) SOC 25-2020	Total	18,745	18,739	15,955	1,005	1,000	300	15	155	20	44	145	0	30
Surrounding States	Nevada Fips=32	Secondary School Teachers (232) SOC 25-2030	Total	3,595	3,598	3,175	180	115	60	0	24	0	15	10	0	100
Surrounding States	Nevada Fips=32	Special Education Teachers (233) SOC 25-2040	Total	715	705	565	19	35	10	30	24	0	4	14	0	19
48 states	48 states	Elementary and Middle School Teachers (231) SOC 25-2020	total	3,102,830	3,103,653	2,561,905	170,950	283,355	40,540	1,045	13,742	2,296	4,060	9,290	2,060	4
48 states	48 states	Preschool and Kindergarten Teachers (230) SOC 25-2010	total	439,415	439,490	325,510	35,615	60,216	8,706	221	3,100	585	860	1,565	396	14,410
48 states	48 states	Secondary School Teachers (232) SOC 25-2030	total	767,155	767,481	661,185	36,882	48,162	9,341	255	3,065	551	1,271	2,611	391	2,716
48 states	48 states	Special Education Teachers (233) SOC 25-2040	total	173,740	173,763	150,180	7,133	12,102	1,450	110	961	91	181	651	180	3,767
Tucson	Tucson, AZ MSA Fips=8520	Preschool and Kindergarten Teachers (230) SOC 25-2010	Total	1,305	1,208	815	294	20	40	10	0	10	0	4	0	724
Tucson	Tucson, AZ MSA Fips=8520	Elementary and Middle School Teachers (231) SOC 25-2020	Total	7,790	7,372	5,579	1,480	125	35	80	20	0	14	0	0	15
Tucson	Tucson, AZ MSA Fips=8520	Secondary School Teachers (232) SOC 25-2030	Total	1,900	1,781	1,480	220	25	15	15	4	0	14	0	15	24
Tucson	Tucson, AZ MSA Fips=8520	Special Education Teachers (233) SOC 25-2040	Total	630	630	515	105	0	0	0	0	0	4	0	4	4
AZ, CA, NM, TX	AZ, CA, NM, TX	Teachers	Total	961,825	961,824	592,475	149,959	64,960	30,825	810	7,118	981	2,562	4,272	589	7,173

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**Analysis of the Racial/Ethnic Composition of TUSD Teachers**  
**Availability Rates Derived From 2000 Census EEO Special File, All Teachers**  
**Except Pre-School and Kindergarten**

**Hispanic v. All Others**

Geographic Area	Hispanic Availability Rate	Total Number of TUSD Teachers	Expected Number of TUSD Hispanic Teachers	Actual Number of TUSD Hispanic Teachers	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Tucson MSA	18.45%	2,936	541.7	741	199.3	9.5 *
Arizona	11.05%	2,936	324.3	741	416.7	24.5 *
AZ, CA, NM,TX	14.98%	2,936	439.9	741	301.1	15.6 *
Surrounding states <sup>1</sup>	14.05%	2,936	412.5	741	328.5	17.4 *
48 states	5.31%	2,936	156.0	741	585.0	48.1 *

**Black v. All Others**

Geographic Area	Black Availability Rate	Total Number of TUSD Teachers	Expected Number of TUSD Black Teachers	Actual Number of TUSD Black Teachers	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Tucson MSA	1.53%	2,936	45.0	86	41.0	6.2 *
Arizona	1.92%	2,936	56.5	86	29.5	4.0 *
AZ, CA, NM,TX	6.45%	2,936	189.3	86	-103.3	-7.8 *
Surrounding states <sup>1</sup>	6.21%	2,936	182.4	86	-96.4	-7.4 *
48 states	8.50%	2,936	249.4	86	-163.4	-10.8 *

<sup>1</sup>California, Nevada, Utah, Colorado, New Mexico and Texas

\* Statistically significant.

<http://www.census.gov/eo2000/index.html>

Region	Geography	Occupation	Sex	Reported Total	Sum of Race Categories	White non-Hispanic	Hispanic	Black non-Hispanic	Asian non-Hispanic	NHOPI non-Hispanic	AIAN non-Hispanic	Black & White non-Hispanic	Asian & White non-Hispanic	AIAN & White non-Hispanic	AIAN & Black non-Hispanic	Balance 2+ Races, non-Hispanic
Arizona	Arizona Fips=04	Elementary and Middle School Teachers (231) SOC 25-2020	Total	47,485	47,482	38,890	5,305	860	360	54	1,635	35	69	115	4	155
Arizona	Arizona Fips=04	Secondary School Teachers (232) SOC 25-2030	Total	12,655	12,654	10,565	1,320	285	110	15	245	0	20	34	0	60
Arizona	Arizona Fips=04	Special Education Teachers (233) SOC 25-2040	Total	2,740	2,739	2,230	320	65	10	0	80	0	0	4	0	30
Surrounding States	California Fips=06	Elementary and Middle School Teachers (231) SOC 25-2020	Total	333,705	333,715	241,425	45,425	19,025	18,420	435	1,240	505	1,305	1,845	305	3,785
Surrounding States	California Fips=06	Secondary School Teachers (232) SOC 25-2030	Total	80,310	80,315	62,120	9,145	3,020	3,835	100	315	130	365	425	50	810
Surrounding States	California Fips=06	Special Education Teachers (233) SOC 25-2040	Total	17,420	17,408	12,950	1,880	1,350	625	35	114	15	80	180	24	155
Surrounding States	New Mexico Fips=35	Elementary and Middle School Teachers (231) SOC 25-2020	Total	22,665	22,677	14,855	5,985	280	115	4	1,120	4	80	150	14	70
Surrounding States	New Mexico Fips=35	Secondary School Teachers (232) SOC 25-2030	Total	4,685	4,683	3,335	1,045	55	40	0	125	4	19	20	0	40
Surrounding States	New Mexico Fips=35	Special Education Teachers (233) SOC 25-2040	Total	1,450	1,449	1,010	335	10	0	0	69	0	0	0	0	25
Surrounding States	Texas Fips=48	Elementary and Middle School Teachers (231) SOC 25-2020	Total	277,560	277,570	196,255	49,855	25,880	2,385	60	935	115	280	880	45	880
Surrounding States	Texas Fips=48	Secondary School Teachers (232) SOC 25-2030	Total	58,775	58,776	44,720	8,295	4,265	545	4	315	4	115	310	8	195
Surrounding States	Texas Fips=48	Special Education Teachers (233) SOC 25-2040	Total	10,295	10,294	7,705	1,395	970	60	0	30	15	25	60	0	34
Surrounding States	Utah Fips=49	Elementary and Middle School Teachers (231) SOC 25-2020	Total	23,250	23,243	22,390	410	50	85	60	120	4	24	60	0	40
Surrounding States	Utah Fips=49	Secondary School Teachers (232) SOC 25-2030	Total	5,435	5,427	5,140	120	30	30	30	29	0	19	15	0	14
Surrounding States	Utah Fips=49	Special Education Teachers (233) SOC 25-2040	Total	1,385	1,388	1,295	60	0	15	4	10	0	0	0	0	4
Surrounding States	Colorado Fips=08	Elementary and Middle School Teachers (231) SOC 25-2020	Total	45,630	45,623	40,705	3,220	855	325	24	155	0	60	145	4	130
Surrounding States	Colorado Fips=08	Secondary School Teachers (232) SOC 25-2030	Total	11,640	11,648	10,520	740	150	75	19	55	0	14	50	0	25
Surrounding States	Colorado Fips=08	Special Education Teachers (233) SOC 25-2040	Total	2,705	2,697	2,445	145	55	4	4	0	4	0	15	0	25
Surrounding States	Nevada Fips=32	Elementary and Middle School Teachers (231) SOC 25-2020	Total	18,745	18,739	15,955	1,005	1,000	300	15	155	20	44	145	0	100
Surrounding States	Nevada Fips=32	Secondary School Teachers (232) SOC 25-2030	Total	3,595	3,598	3,175	180	115	60	0	24	0	15	10	0	19
Surrounding States	Nevada Fips=32	Special Education Teachers (233) SOC 25-2040	Total	715	705	565	19	35	10	30	24	0	4	14	0	4
48 states	48 states	Elementary and Middle School Teachers (231) SOC 25-2020	total	3,102,830	3,103,653	2,561,905	170,950	283,355	40,540	1,045	13,742	2,296	4,060	9,290	2,060	14,410
48 states	48 states	Secondary School Teachers (232) SOC 25-2030	total	767,155	767,481	661,185	36,882	48,162	9,341	255	3,065	551	1,271	2,611	391	3,767
48 states	48 states	Special Education Teachers (233) SOC 25-2040	total	173,740	173,763	150,180	7,133	12,102	1,450	110	961	91	181	551	180	724
Tucson	Tucson, AZ MSA Fips=8520	Elementary and Middle School Teachers (231) SOC 25-2020	Total	7372	7,372	5,579	1,480	125	35	80	20	0	14	0	15	24
Tucson	Tucson, AZ MSA Fips=8520	Secondary School Teachers (232) SOC 25-2030	Total	1781	1,781	1,480	220	25	15	15	4	0	14	0	4	4
Tucson	Tucson, AZ MSA Fips=8520	Special Education Teachers (233) SOC 25-2040	Total	630	630	515	105	0	0	0	0	0	0	0	0	10
AZ, CA, NM, TX	AZ, CA, NM, TX	Teachers	Total	869,745	869,762	636,060	130,305	56,065	26,505	707	6,223	827	2,358	4,023	450	6,239